

ANNUAL CENSUS OF EMPLOYEES IN THE STATE CIVIL SERVICE



**2008-2009
Fiscal Year**



**Prepared for the
Governor and the
Legislature**

**By the
State Personnel Board**

**ANNUAL CENSUS
OF
EMPLOYEES
IN THE
STATE CIVIL SERVICE**

**FISCAL YEAR
2008-2009**



STATE PERSONNEL BOARD

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February 2010

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I. Purpose of the Report

Executive Order S-6-04 states that it is the policy of the State of California to provide equal employment opportunity for all individuals in all its activities. The State Personnel Board (SPB) provides statewide leadership, coordination, technical guidance, and enforcement regarding efforts to fully achieve equal employment opportunity and non-discriminatory employment practices within the State civil service.

In accordance with Government Code §§19237, 19402, 19405, 19792(h)(i), 19792.5(a)(b), and 19793, the SPB has prepared this report for the Governor and the Legislature. The data provided in this report captures the statewide ethnic, gender, disabled representation, and upward mobility for State employees for the period between July 1, 2008 and June 30, 2009.

This report may be viewed and/or printed from the SPB's web site at: www.spb.ca.gov.

Persons without Internet access may contact the SPB to request a copy of this report at (916) 651-9017. Persons with hearing and/or speech impairments and those who are Spanish speaking may use the California Relay Service by dialing 7-1-1.

II. State Civil Service Workforce Composition

A. Workforce Population

As reported by the Employment Development Department's (EDD) Labor Market Information Division¹, 16.35 million Californians were employed and 2.24 million were unemployed as of July 2009. Combined, the total working age, civilian, non-institutional labor pool population was 18.59 million. In comparison, the State civil service workforce population for fiscal year 2008-2009 was comprised of 227,305 employees, accounting for 1.4% of California's employed. (Table A)

In the State civil service, the workforce population for fiscal year 2008-2009 increased by 841 (0.37%) employees when compared to data reported in the *Annual Census of Employees in the State Civil Service FY 2007-08*. (Table A)

B. Gender²

In the State civil service, overall, men outnumbered women by 6.2%. (Table B)

¹ California Labor Market and Economic Analysis 2009

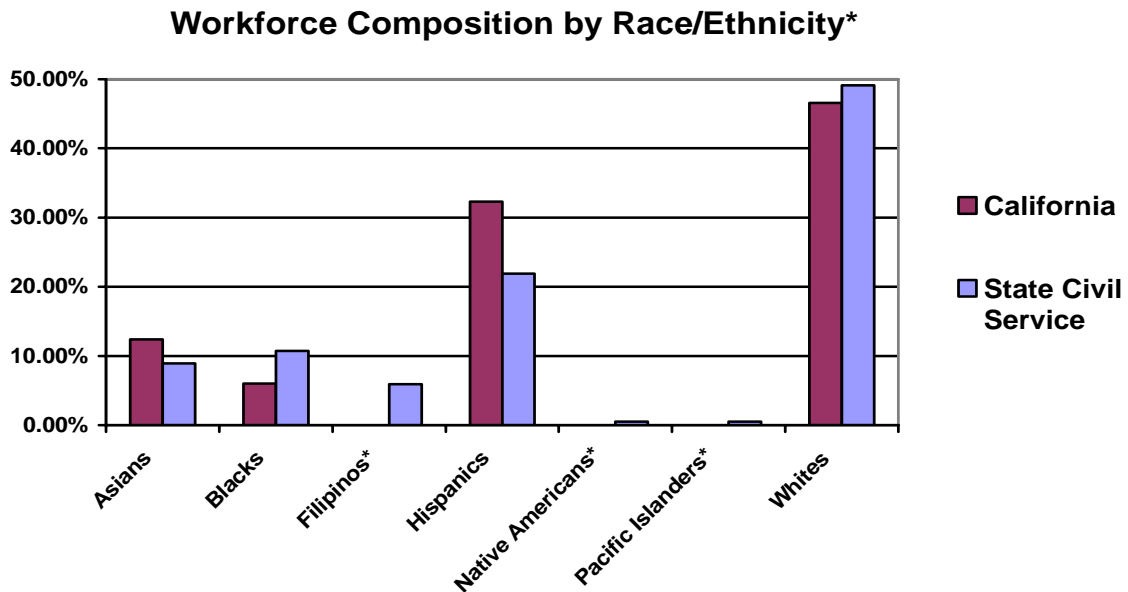
² Comparison data was not available in the California Labor Market and Economic Analysis 2009 report

II. State Civil Service Workforce Composition (continued)

C. Race/Ethnicity

As reported by the EDD, Whites represented the largest among racial/ethnic groups statewide, with a representation of 46.6%. In descending order, the other racial/ethnic groups were: Hispanics (32.3%), Asians (12.4%), African Americans (6.0%), and all others (2.6%).

In the State civil service, Whites represented slightly less than 50% among racial/ethnic groups, while Native Americans and Pacific Islanders represented the smallest percentage of minorities. ([Table B](#))



*Comparison data was not available in the EDD report for Filipinos, Native Americans, and Pacific Islanders.

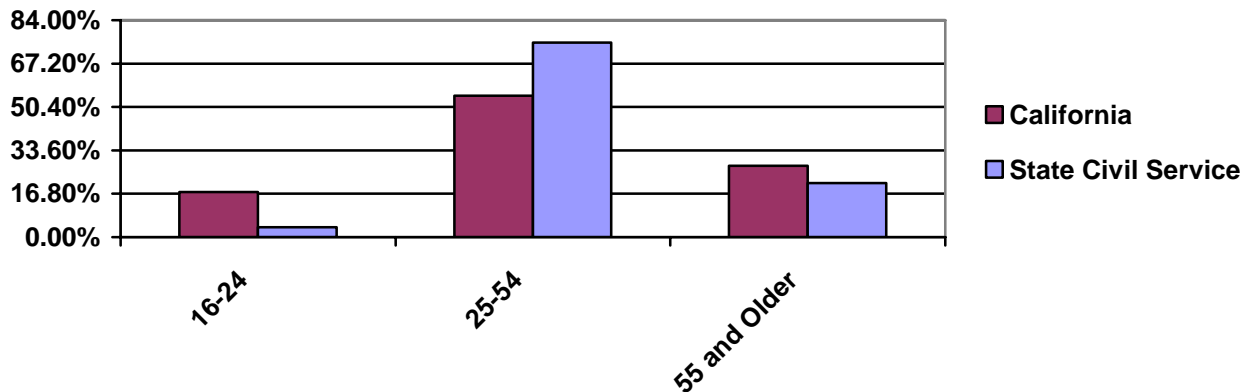
II. State Civil Service Workforce Composition (continued)

D. Age

As reported by the EDD, the following statewide age group representations were: 16-24 (17.5%), 25-54 (54.8%), and 55 and older (27.6%).

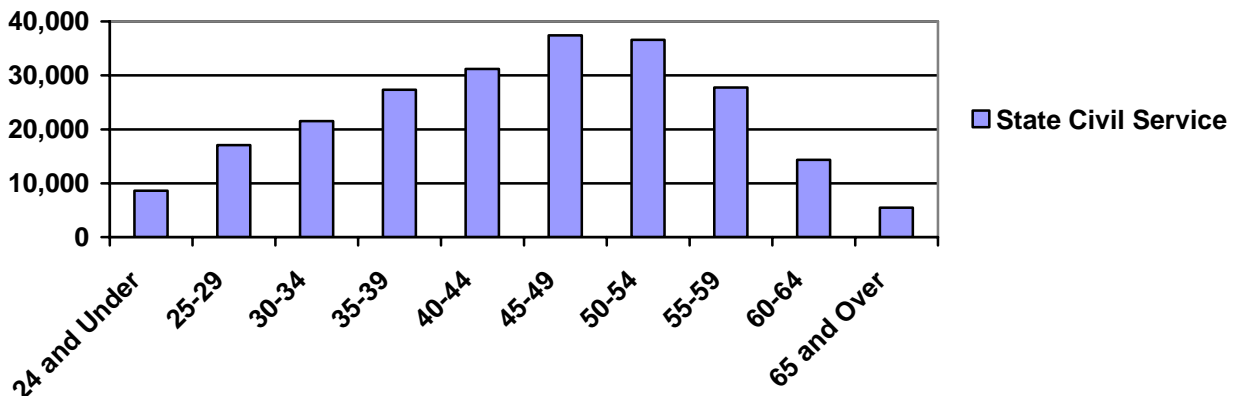
In the State civil service, the 25 to 54 age group represented the majority percentage while the 16 to 24 age group represented the minority percentage. (Table C)

Workforce Composition by Age



In the State civil service, age groups are distributed as follows:

State Civil Service Workforce Composition by Age



II. State Civil Service Workforce Composition (continued)**D. Age (continued)**

In the State civil service, men represented the majority percentage among the following age groups: 24 and under, 25-29, 30-34, 35-39, 40-44, 45-49, 55-59, 60-64 and 65 and over. Women represented the majority percentage in the 50-54 age group. ([Table C](#))

In the State civil service, Whites represented 50% or more among racial/ethnic groups in the following age groups: 24 and under, 50-54, 55-59, 60-64, 65 and over. Whites represented less than 50% in the following age groups: 25-29, 30-34, 35-39, 40-44, and 45-49. Native Americans and Pacific Islanders represented the smallest percentage of the minorities for all age groups. ([Table C](#))

In State civil service, the disabled representation percentage was highest for the 60-64 age group and lowest for the 24 and under, 25-29, and 30-34 age groups. ([Table C](#))

II. State Civil Service Workforce Composition (continued)

E. Major Occupational Groups³

In the State civil service, there are 12 major occupational groups, as well as Broadband and CEA classifications.

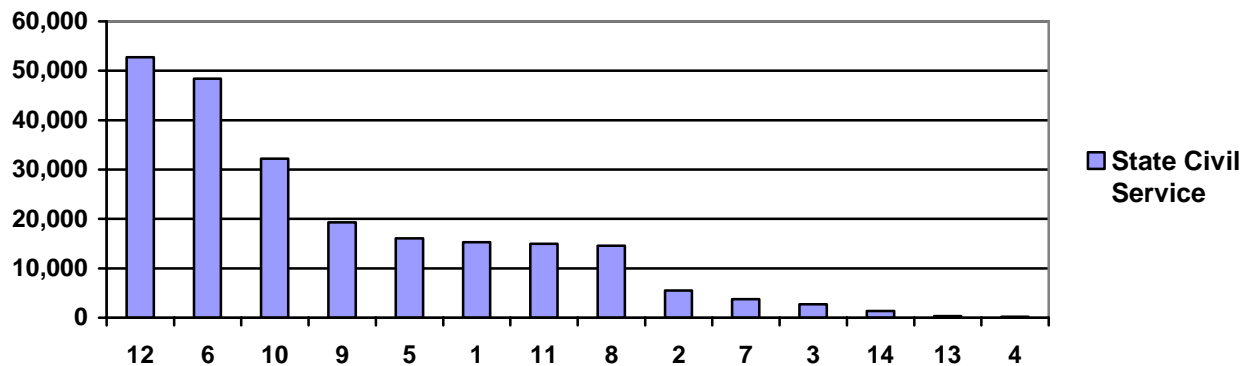
Major Occupational Groups:

1. Agriculture and Conservation
2. Custodian and Domestic Services
3. Education and Library
4. Emergency Disaster Program
5. Engineering and Allied Services
6. Fiscal, Management, and Staff Services
7. Legal
8. Mechanical and Construction Trades
9. Medicine and Allied Services
10. Office and Allied Services
11. Protective Services and Public Safety
12. Social Security and Rehabilitation

Broadband and CEA Classifications:

13. Broadband Classifications
14. CEA Classifications

State Civil Service Workforce Composition by Occupational Groups*



*Occupational groups are ordered from greatest to smallest percentage represented.

³ Comparison data was not available in the California Labor Market and Economic Analysis 2009 report

II. State Civil Service Workforce Composition (continued)

E. Major Occupational Groups⁴ (continued)

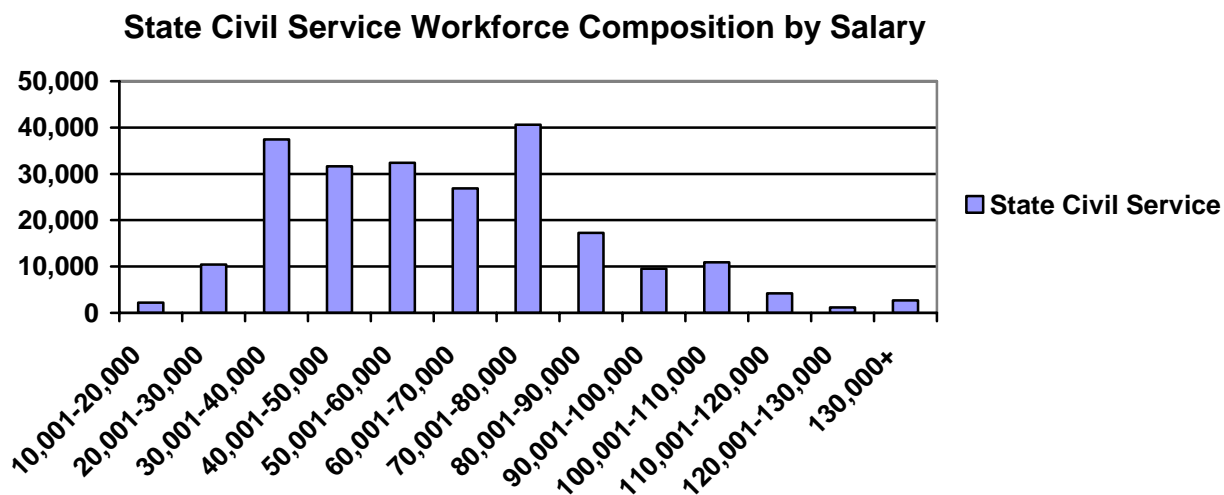
Of the 14 occupational groups, men outnumbered women by more than 10% in 8 groups, and women outnumbered men by more than 10% in 3 groups. There was less than 10% difference between men and women in CEA, Custodian and Domestic Services, and Legal occupational groups. (Table D)

In the State civil service, Whites represented 50% or more among racial/ethnic groups in 7 major occupational groups. Whites represented less than 50% in 7 major occupational groups. Native Americans and Pacific Islanders represented the smallest percentage of minorities in all major occupational groups. (Table D)

Disabled representation was highest in Broadband Classifications and lowest in Social Security and Rehabilitation. (Table D)

F. Salary⁵

In the State civil service, employee salaries were as follows:



In the State civil service, men represented the majority percentage in the \$60,001+ salary ranges and women represented the majority percentage in the \$60,000 and under salary ranges. (Table E)

⁴ Comparison data was not available in the California Labor Market and Economic Analysis 2009 report

⁵ Comparison data was not available in the California Labor Market and Economic Analysis 2009 report

II. State Civil Service Workforce Composition (continued)

F. Salary⁶ (continued)

In the State civil service, Whites represented the majority percentage among racial/ethnic groups in 9 of the salary ranges. Whites represented less than 50% of the racial/ethnic population in 4 of the salary ranges. Native Americans and Pacific Islanders represented the smallest percentage of the minority groups among salary ranges. ([Table E](#))

In the State civil service, disabled representation was at its highest percentage in the \$10,001-\$20,000 salary range and lowest in the \$70,001-\$80,000 salary range. ([Table E](#))

G. Major Occupational Groups and Salary

In the State civil service, the top 4 occupational groups with the highest percentage of employees in the salary ranges of \$40,000 and under were Agriculture & Conservation, Custodian & Domestic Services, Mechanical & Construction Trades, and Office & Allied Services. ([Table F](#))

In the State civil service, the top 4 occupational groups with the highest percentage of employees in the salary ranges of \$40,001 and over were Legal, Emergency Disaster Program, Broadband, and CEA Classifications. ([Table F](#))

H. County Profiles

There are 58 counties in the State of California. According to EDD's Labor Market Review, Los Angeles County represented the largest employed workforce (4,370,000). The second and third largest employed workforce was in Orange (1,489,900) and San Diego (1,418,800) counties.

In the State civil service, the following 3 counties had the highest employment numbers: Sacramento (68,996), Los Angeles (22,948), and San Bernardino (11,435). ([Table G](#))

In the State civil service, men represented the majority percentage in 50 counties and women represented the majority percentage in 8 counties. ([Table G](#))

⁶ Comparison data was not available in the California Labor Market and Economic Analysis 2009 report

II. State Civil Service Workforce Composition (continued)

H. County Profiles (continued)

In the State civil service, Whites represented the majority percentage in 38 counties and Hispanics represented the majority percentage in 1 county. Whites represented approximately 49% or less among racial/ethnic groups in 20 counties. ([Table G](#))

In the State civil service, Native Americans and Pacific Islanders represented the smallest percentage of racial/ethnic minority groups in all 58 counties. The following counties had less than 1% representation of Native Americans and Pacific Islanders. ([Table G](#))

Counties with Less Than 1% Representation of Native Americans and Pacific Islanders		
Native Americans and Pacific Islanders	Native Americans	Pacific Islanders
Alameda, Amador, Calaveras, Contra Costa, El Dorado, Fresno, Imperial, Kern, Kings, Lake, Los Angeles, Madera, Mendocino, Monterey, Napa, Orange, Placer, Riverside, Sacramento, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, Santa Barbara, Santa Clara, Santa Cruz, Sierra, Sonoma, Stanislaus, Tulare, Ventura, Yolo, Yuba	Marin, San Mateo, Solano	Alpine, Butte, Colusa, Del Norte, Glenn, Humbolt, Inyo, Lassen, Mariposa, Merced, Mono, Nevada, Plumas, San Benito, Shasta, Siskiyou, Sutter, Tehama, Trinity, Tuolumne

II. State Civil Service Workforce Composition (continued)

H. County Profiles (continued)

In the State civil service, there was less than 1% representation of the identified remaining racial/ethnic groups in the following 19 counties:

County	Racial/Ethnic Group(s) With Less Than 1% Representation
Plumas	Asian
Glenn	Asian, Black
Modoc, Mono, Siskiyou, Trinity	Asian, Black, Filipino
Calaveras, Lassen, Sierra, Tehama	Asian, Filipino
Inyo	Black, Filipino
Butte, El Dorado, Humboldt, Lake, Mariposa, Mendocino, Nevada, Shasta	Filipino

Disabled representation was highest in Sierra and Yuba County and lowest in Marin County. ([Table G](#))

III. State Civil Service Disability Representation

As of June 30, 2009, the State of California employed approximately 21,183 persons with disabilities; representing 9.3% of the State civil service workforce in State departments with 30 or more employees ([Table B](#)). This represents a 0.6% percent increase in disabled representation compared to the percentage in the *Annual Census of Employees in the State Civil Service FY 2007-08*.

In the State civil service, disabled representation was highest in the 60-64 age group and lowest in the 24 and under, 25-29, and 30-34 age groups. ([Table C](#))

In the State civil service, disabled representation was highest in Broadband Classifications and lowest in Social Security and Rehabilitation occupational groups. ([Table D, F](#))

In the State civil service, disabled representation was highest in the \$10,001-\$20,000 salary range and lowest in the \$70,001-\$80,000 salary range. ([Table E](#))

III. State Civil Service Disability Representation (continued)

In the State civil service, disabled representation was highest in Sierra and Yuba Counties and lowest in Marin County. ([Table G](#))

Of approximately 100 State departments, SPB did not receive status information and/or action plans for persons with disabilities, from approximately 35 (35.0%) departments for fiscal year 2008-09. ([Table H](#))

Below is a breakdown of the data provided by State departments for fiscal year 2008-2009:

Current Activity:

- 12 State departments met or exceeded the California disabled parity of 16.6%⁷.
- 21 State departments met or exceeded 80% of the State civil service disabled parity of 16.6%.
- 31 State departments fell below 80% of the State civil service disabled parity of 16.6%.
- 1 agency did not identify its representation of persons with disabilities. ([Table H](#))

Future Plans:

- 33 State departments provided future plans.
- 23 State departments were not required to provide future plans because they met or exceeded 80% of the State civil service disabled parity of 16.6%.
- 9 State departments did not provide future plans. ([Table H](#))

IV. State Civil Service Upward Mobility

Of approximately 100 State departments, SPB did not receive status information and/or action plans for upward mobility classifications and goals, from approximately 35 (35.0%) departments for fiscal year 2008-09. ([Table I](#))

Below is a breakdown of the data reported by State departments for fiscal year 2008-09:

Current Activity:

- 65 State departments provided the number of upward mobility classifications ([Table I](#))

Future Plans:

- 44 State departments provided an upward mobility goal of 1 or more.
- 21 State departments did not provide an upward mobility goal. ([Table I](#))

⁷ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of this parity, which is 13.3%, they are required to submit an annual goal for hiring persons with disabilities.

V. Data Collection

The following SPB reports—pulled from the State Controller's Office's employment history database, as recorded by the individual State departments—were used to compile the tables featured in this Annual Census:

- Table A: State Civil Service Workforce Representation
- Table B: State Civil Service Workforce Compositions by Department with 30 or More Employees
- Table C: State Civil Service Workforce Composition by Age
- Table D: State Civil Service Composition by Major Occupational Group
- Table E: State Civil Service Workforce Composition by Salary
- Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary
- Table G: State Civil Service Workforce by County

SPB Report 5102 reports data collected via the State Controller's Office and disability surveys administered by State departments as of June 30, 2009.

The workforce analysis reports on disabled representation and upward mobility goals were compiled from individual workforce analysis reports submitted by state departments to the SPB.

The EDD, Labor Market Information Division, provided labor market information for the State of California for calendar year 2009.

VI. Tables

The data collected are shown in the attached tables A-I.

VII. Attachment – Schematic Arrangement of Classes (Major Occupational Groups)

Table A: State Civil Service Workforce Representation Five-Year History⁸

Date	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
06/30/05	208,222	8.0%	11.1%	5.7%	20.4%	0.4%	0.5%	51.5%	2.4%	52.7%	47.3%	8.4%
06/30/06	210,591	8.4%	11.1%	5.9%	20.8%	0.4%	0.5%	50.5%	2.4%	52.8%	47.2%	8.6%
06/30/07	219,088	8.5%	11.0%	5.9%	21.2%	0.4%	0.5%	50.0%	2.4%	52.8%	47.2%	8.7%
06/30/08	226,464	8.7%	10.8%	5.9%	21.6%	0.4%	0.5%	49.6%	2.5%	53.0%	47.0%	8.7%
06/30/09	227,305	8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%

⁸ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees⁹

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Aging	120	13	8	5	13	0	1	75	5	37	83	12
		10.8%	6.7%	4.2%	10.8%	0.0%	0.8%	62.5%	4.2%	30.8%	69.2%	10.0%
Agricultural Associations	646	10	26	10	167	5	2	380	46	367	279	42
		1.5%	4.0%	1.5%	25.9%	0.8%	0.3%	58.8%	7.1%	56.8%	43.2%	6.5%
Agriculture Labor Relations Board	30	2	1	3	13	0	0	10	1	15	15	5
		6.7%	3.3%	10.0%	43.3%	0.0%	0.0%	33.3%	3.3%	50.0%	50.0%	16.7%
Air Resources Board	1,278	282	58	33	172	5	6	687	35	770	508	189
		22.1%	4.5%	2.6%	13.5%	0.4%	0.5%	53.8%	2.7%	60.3%	39.7%	14.8%
Alcohol and Drug Programs	315	29	54	16	50	0	1	158	7	106	209	29
		9.2%	17.1%	5.1%	15.9%	0.0%	0.3%	50.2%	2.2%	33.7%	66.3%	9.2%
Alcoholic Beverage Control	413	35	33	25	114	0	0	200	6	153	260	27
		8.5%	8.0%	6.1%	27.6%	0.0%	0.0%	48.4%	1.5%	37.0%	63.0%	6.5%
Audits, Bureau of State	120	10	6	3	8	0	0	92	1	62	58	13
		8.3%	5.0%	2.5%	6.7%	0.0%	0.0%	76.7%	0.8%	51.7%	48.3%	10.8%
Boating and Waterways	77	7	5	4	9	0	1	47	4	39	38	11
		9.1%	6.5%	5.2%	11.7%	0.0%	1.3%	61.0%	5.2%	50.6%	49.4%	14.3%
Business Transportation and Housing Agency	55	4	8	3	4	1	0	33	2	17	38	8
		7.3%	14.5%	5.5%	7.3%	1.8%	0.0%	60.0%	3.6%	30.9%	69.1%	14.5%
Child Support Services	545	58	56	19	95	3	2	295	17	178	367	68
		10.6%	10.3%	3.5%	17.4%	0.6%	0.4%	54.1%	3.1%	32.7%	67.3%	12.5%
Children and Families First Commission	45	3	6	1	11	0	0	24	0	10	35	0
		6.7%	13.3%	2.2%	24.4%	0.0%	0.0%	53.3%	0.0%	22.2%	77.8%	0.0%

⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁰ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Coastal Commission	145	7	7	11	12	0	2	104	2	52	93	15
		4.8%	4.8%	7.6%	8.3%	0.0%	1.4%	71.7%	1.4%	35.9%	64.1%	10.3%
Coastal Conservancy	79	6	2	7	6	0	0	57	1	25	54	8
		7.6%	2.5%	8.9%	7.6%	0.0%	0.0%	72.2%	1.3%	31.6%	68.4%	10.1%
Community Colleges	137	21	12	2	27	0	2	69	4	45	92	20
		15.3%	8.8%	1.5%	19.7%	0.0%	1.5%	50.4%	2.9%	32.8%	67.2%	14.6%
Community Services and Development	77	8	15	2	16	1	1	33	1	24	53	13
		10.4%	19.5%	2.6%	20.8%	1.3%	1.3%	42.9%	1.3%	31.2%	68.8%	16.9%
Compensation Insurance Fund	7,786	916	692	1,209	1,500	26	44	3,228	171	2,495	5,291	631
		11.8%	8.9%	15.5%	19.3%	0.3%	0.6%	41.5%	2.2%	32.0%	68.0%	8.1%
Conservation	631	68	36	25	78	2	3	401	18	327	304	96
		10.8%	5.7%	4.0%	12.4%	0.3%	0.5%	63.5%	2.9%	51.8%	48.2%	15.2%
Conservation Corps	297	3	21	3	39	3	4	130	94	158	139	47
		1.0%	7.1%	1.0%	13.1%	1.0%	1.3%	43.8%	31.6%	53.2%	46.8%	15.8%
Consumer Affairs	3,453	231	402	127	593	14	7	1,997	82	1,349	2,104	408
		6.7%	11.6%	3.7%	17.2%	0.4%	0.2%	57.8%	2.4%	39.1%	60.9%	11.8%
Controller's Office	1,270	230	141	67	197	3	9	603	20	504	766	200
		18.1%	11.1%	5.3%	15.5%	0.2%	0.7%	47.5%	1.6%	39.7%	60.3%	15.7%
Corporations	288	56	37	33	36	1	1	117	7	113	175	42
		19.4%	12.8%	11.5%	12.5%	0.3%	0.3%	40.6%	2.4%	39.2%	60.8%	14.6%
Corrections and Rehabilitation	63,126	2,105	7,910	2,620	18,846	289	350	29,497	1,509	39,525	23,601	2,198
		3.3%	12.5%	4.2%	29.9%	0.5%	0.6%	46.7%	2.4%	62.6%	37.4%	3.5%

¹⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹¹ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Developmental Disabilities, Council on	79	3	6	5	9	0	0	54	2	21	58	10
		3.8%	7.6%	6.3%	11.4%	0.0%	0.0%	68.4%	2.5%	26.6%	73.4%	12.7%
Developmental Services	6,935	578	689	1,089	1,620	22	22	2,777	138	2,658	4,277	396
		8.3%	9.9%	15.7%	23.4%	0.3%	0.3%	40.0%	2.0%	38.3%	61.7%	5.7%
Education	2,037	216	203	79	336	7	16	1,117	63	709	1,328	343
		10.6%	10.0%	3.9%	16.5%	0.3%	0.8%	54.8%	3.1%	34.8%	65.2%	16.8%
Emergency Medical Services Authority	52	2	5	1	5	0	0	39	0	21	31	8
		3.8%	9.6%	1.9%	9.6%	0.0%	0.0%	75.0%	0.0%	40.4%	59.6%	15.4%
Emergency Services	503	35	33	11	56	0	3	352	13	214	289	50
		7.0%	6.6%	2.2%	11.1%	0.0%	0.6%	70.0%	2.6%	42.5%	57.5%	9.9%
Employment Development	8,808	1,171	1,477	496	2,425	27	68	2,929	215	2,842	5,966	1,151
		13.3%	16.8%	5.6%	27.5%	0.3%	0.8%	33.3%	2.4%	32.3%	67.7%	13.1%
Energy Commission	530	60	28	11	51	1	1	359	19	287	243	77
		11.3%	5.3%	2.1%	9.6%	0.2%	0.2%	67.7%	3.6%	54.2%	45.8%	14.5%
Environmental Health Hazard Assessment	115	26	5	5	9	0	0	69	1	48	67	12
		22.6%	4.3%	4.3%	7.8%	0.0%	0.0%	60.0%	0.9%	41.7%	58.3%	10.4%
Environmental Protection Agency	60	2	10	2	10	1	1	33	1	29	31	8
		3.3%	16.7%	3.3%	16.7%	1.7%	1.7%	55.0%	1.7%	48.3%	51.7%	13.3%
Equalization, Board of	3,945	685	380	214	793	17	29	1,734	93	1,509	2,436	516
		17.4%	9.6%	5.4%	20.1%	0.4%	0.7%	44.0%	2.4%	38.3%	61.7%	13.1%
Exposition and State Fair	643	28	61	9	90	7	4	425	19	448	195	31
		4.4%	9.5%	1.4%	14.0%	1.1%	0.6%	66.1%	3.0%	69.7%	30.3%	4.8%

¹¹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹² (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fair Employment and Housing	193	20	54	9	57	0	1	51	1	50	143	46
		10.4%	28.0%	4.7%	29.5%	0.0%	0.5%	26.4%	0.5%	25.9%	74.1%	23.8%
Fair Political Practices Commission	66	3	4	1	9	0	1	47	1	18	48	15
		4.5%	6.1%	1.5%	13.6%	0.0%	1.5%	71.2%	1.5%	27.3%	72.7%	22.7%
Finance	370	67	28	12	49	0	1	206	7	166	204	37
		18.1%	7.6%	3.2%	13.2%	0.0%	0.3%	55.7%	1.9%	44.9%	55.1%	10.0%
Financial Institutions	262	74	24	28	27	1	1	101	6	142	120	15
		28.2%	9.2%	10.7%	10.3%	0.4%	0.4%	38.5%	2.3%	54.2%	45.8%	5.7%
Fish and Game	2,645	156	43	36	264	17	15	2,008	106	1,520	1,125	216
		5.9%	1.6%	1.4%	10.0%	0.6%	0.6%	75.9%	4.0%	57.5%	42.5%	8.2%
Food and Agriculture	1,897	203	60	58	437	15	15	1,061	48	1,060	837	157
		10.7%	3.2%	3.1%	23.0%	0.8%	0.8%	55.9%	2.5%	55.9%	44.1%	8.3%
Forestry and Fire Protection	7,553	145	144	75	1,144	61	33	5,716	235	6,441	1,112	511
		1.9%	1.9%	1.0%	15.1%	0.8%	0.4%	75.7%	3.1%	85.3%	14.7%	6.8%
Franchise Tax Board	6,411	990	908	339	1,218	26	64	2,714	152	2,267	4,144	903
		15.4%	14.2%	5.3%	19.0%	0.4%	1.0%	42.3%	2.4%	35.4%	64.6%	14.1%
Gambling Control Commission	74	8	4	5	16	0	0	39	2	28	46	11
		10.8%	5.4%	6.8%	21.6%	0.0%	0.0%	52.7%	2.7%	37.8%	62.2%	14.9%
General Services	4,288	479	679	200	893	14	28	1,891	104	2,700	1,588	368
		11.2%	15.8%	4.7%	20.8%	0.3%	0.7%	44.1%	2.4%	63.0%	37.0%	8.6%
Health Care Services	2,731	447	304	265	476	10	27	1,132	70	924	1,807	501
		16.4%	11.1%	9.7%	17.4%	0.4%	1.0%	41.5%	2.6%	33.8%	66.2%	18.3%

¹² Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹³ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Highway Patrol	10,963	392	580	229	2,412	69	60	7,125	96	8,402	2,561	776
		3.6%	5.3%	2.1%	22.0%	0.6%	0.5%	65.0%	0.9%	76.6%	23.4%	7.1%
Horse Racing Board	50	2	3	0	12	0	0	33	0	24	26	7
		4.0%	6.0%	0.0%	24.0%	0.0%	0.0%	66.0%	0.0%	48.0%	52.0%	14.0%
Housing and Community Development	528	36	54	22	82	5	5	317	7	231	297	81
		6.8%	10.2%	4.2%	15.5%	0.9%	0.9%	60.0%	1.3%	43.8%	56.3%	15.3%
Housing Finance Agency	284	37	36	12	35	0	0	159	5	88	196	23
		13.0%	12.7%	4.2%	12.3%	0.0%	0.0%	56.0%	1.8%	31.0%	69.0%	8.1%
Industrial Relations	2,592	319	242	356	521	4	7	1,078	65	983	1,609	254
		12.3%	9.3%	13.7%	20.1%	0.2%	0.3%	41.6%	2.5%	37.9%	62.1%	9.8%
Information Officer, State Chief	32	5	4	0	4	0	0	19	0	17	15	2
		15.6%	12.5%	0.0%	12.5%	0.0%	0.0%	59.4%	0.0%	53.1%	46.9%	6.3%
Inspector General	107	3	4	2	16	0	2	78	2	62	45	7
		2.8%	3.7%	1.9%	15.0%	0.0%	1.9%	72.9%	1.9%	57.9%	42.1%	6.5%
Insurance	1,153	207	132	128	188	2	2	466	28	535	618	134
		18.0%	11.4%	11.1%	16.3%	0.2%	0.2%	40.4%	2.4%	46.4%	53.6%	11.6%
Integrated Waste Management Board	433	42	37	7	57	3	1	278	8	192	241	38
		9.7%	8.5%	1.6%	13.2%	0.7%	0.2%	64.2%	1.8%	44.3%	55.7%	8.8%
Justice	4,821	534	442	257	855	14	31	2,575	113	1,887	2,934	411
		11.1%	9.2%	5.3%	17.7%	0.3%	0.6%	53.4%	2.3%	39.1%	60.9%	8.5%
Lands Commission	213	13	8	9	30	0	2	149	2	133	80	20
		6.1%	3.8%	4.2%	14.1%	0.0%	0.9%	70.0%	0.9%	62.4%	37.6%	9.4%

¹³ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁴ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Legislative Counsel	574	103	75	18	97	1	3	268	9	310	264	83
		17.9%	13.1%	3.1%	16.9%	0.2%	0.5%	46.7%	1.6%	54.0%	46.0%	14.5%
Library	138	12	12	2	13	0	0	95	4	47	91	22
		8.7%	8.7%	1.4%	9.4%	0.0%	0.0%	68.8%	2.9%	34.1%	65.9%	15.9%
Lottery	566	74	58	24	117	2	3	277	11	302	264	44
		13.1%	10.2%	4.2%	20.7%	0.4%	0.5%	48.9%	1.9%	53.4%	46.6%	7.8%
Managed Health Care	277	51	22	8	33	1	2	154	6	91	186	60
		18.4%	7.9%	2.9%	11.9%	0.4%	0.7%	55.6%	2.2%	32.9%	67.1%	21.7%
Managed Risk Medical Insurance Board	77	13	11	1	18	0	1	32	1	19	58	10
		16.9%	14.3%	1.3%	23.4%	0.0%	1.3%	41.6%	1.3%	24.7%	75.3%	13.0%
Mental Health	11,106	844	1,543	1,933	1,952	33	38	4,597	166	4,608	6,498	1,091
		7.6%	13.9%	17.4%	17.6%	0.3%	0.3%	41.4%	1.5%	41.5%	58.5%	9.8%
Military	245	3	21	6	40	1	2	155	17	172	73	18
		1.2%	8.6%	2.4%	16.3%	0.4%	0.8%	63.3%	6.9%	70.2%	29.8%	7.3%
Motor Vehicles	8,677	847	1,664	478	2,816	37	80	2,566	189	2,378	6,299	1,642
		9.8%	19.2%	5.5%	32.5%	0.4%	0.9%	29.6%	2.2%	27.4%	72.6%	18.9%
Parks and Recreation	5,237	116	125	61	705	55	21	4,024	130	3,109	2,128	297
		2.2%	2.4%	1.2%	13.5%	1.1%	0.4%	76.8%	2.5%	59.4%	40.6%	5.7%
Peace Officers Standards and Training	117	11	9	4	13	0	0	79	1	50	67	19
		9.4%	7.7%	3.4%	11.1%	0.0%	0.0%	67.5%	0.9%	42.7%	57.3%	16.2%
Personnel Administration	191	20	19	4	32	3	3	103	7	58	133	22
		10.5%	9.9%	2.1%	16.8%	1.6%	1.6%	53.9%	3.7%	30.4%	69.6%	11.5%

¹⁴ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁵ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Personnel Board	165	17	16	5	31	3	1	89	3	47	118	39
		10.3%	9.7%	3.0%	18.8%	1.8%	0.6%	53.9%	1.8%	28.5%	71.5%	23.6%
Pesticide Regulation	365	44	16	12	46	1	1	234	11	175	190	60
		12.1%	4.4%	3.3%	12.6%	0.3%	0.3%	64.1%	3.0%	47.9%	52.1%	16.4%
Prison Industry Authority	559	23	37	11	108	4	2	354	20	380	179	36
		4.1%	6.6%	2.0%	19.3%	0.7%	0.4%	63.3%	3.6%	68.0%	32.0%	6.4%
Public Defender	60	1	5	1	10	0	0	42	1	21	39	9
		1.7%	8.3%	1.7%	16.7%	0.0%	0.0%	70.0%	1.7%	35.0%	65.0%	15.0%
Public Employees Retirement System	2,233	382	241	95	332	6	17	1,108	52	780	1,453	179
		17.1%	10.8%	4.3%	14.9%	0.3%	0.8%	49.6%	2.3%	34.9%	65.1%	8.0%
Public Health	3,443	440	399	241	477	9	16	1,770	91	1,086	2,357	729
		12.8%	11.6%	7.0%	13.9%	0.3%	0.5%	51.4%	2.6%	31.5%	68.5%	21.2%
Public Utilities Commission	1,017	204	116	92	105	1	2	476	21	503	514	66
		20.1%	11.4%	9.0%	10.3%	0.1%	0.2%	46.8%	2.1%	49.5%	50.5%	6.5%
Real Estate	356	48	56	24	52	3	3	162	8	124	232	49
		13.5%	15.7%	6.7%	14.6%	0.8%	0.8%	45.5%	2.2%	34.8%	65.2%	13.8%
Rehabilitation	1,809	166	240	90	400	7	2	856	48	507	1,302	314
		9.2%	13.3%	5.0%	22.1%	0.4%	0.1%	47.3%	2.7%	28.0%	72.0%	17.4%
Resources Agency	44	1	3	0	2	0	0	37	1	13	31	3
		2.3%	6.8%	0.0%	4.5%	0.0%	0.0%	84.1%	2.3%	29.5%	70.5%	6.8%
San Francisco Bay Conservation and Development	39	7	2	1	5	0	0	23	1	13	26	0
		17.9%	5.1%	2.6%	12.8%	0.0%	0.0%	59.0%	2.6%	33.3%	66.7%	0.0%

¹⁵ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁶ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Science Center	150	8	53	6	52	1	0	28	2	108	42	10
		5.3%	35.3%	4.0%	34.7%	0.7%	0.0%	18.7%	1.3%	72.0%	28.0%	6.7%
Secretary of State	459	55	55	24	66	0	4	240	15	127	332	55
		12.0%	12.0%	5.2%	14.4%	0.0%	0.9%	52.3%	3.3%	27.7%	72.3%	12.0%
Social Services	3,856	433	634	266	711	7	16	1,590	199	999	2,857	549
		11.2%	16.4%	6.9%	18.4%	0.2%	0.4%	41.2%	5.2%	25.9%	74.1%	14.2%
Statewide Health Planning and Development	413	89	29	11	45	2	2	226	9	217	196	90
		21.5%	7.0%	2.7%	10.9%	0.5%	0.5%	54.7%	2.2%	52.5%	47.5%	21.8%
Student Aid Commission	115	8	17	6	23	0	0	56	5	39	76	13
		7.0%	14.8%	5.2%	20.0%	0.0%	0.0%	48.7%	4.3%	33.9%	66.1%	11.3%
Systems Integration	194	27	16	3	28	0	3	110	7	75	119	18
		13.9%	8.2%	1.5%	14.4%	0.0%	1.5%	56.7%	3.6%	38.7%	61.3%	9.3%
Tahoe Conservancy	42	1	0	1	1	1	0	36	2	22	20	3
		2.4%	0.0%	2.4%	2.4%	2.4%	0.0%	85.7%	4.8%	52.4%	47.6%	7.1%
Teacher Credentialing	168	23	17	5	30	0	1	88	4	50	118	35
		13.7%	10.1%	3.0%	17.9%	0.0%	0.6%	52.4%	2.4%	29.8%	70.2%	20.8%
Teachers' Retirement System	803	120	79	30	114	2	9	426	23	272	531	107
		14.9%	9.8%	3.7%	14.2%	0.2%	1.1%	53.1%	2.9%	33.9%	66.1%	13.3%
Technology Services	736	151	61	33	99	4	4	363	21	372	364	91
		20.5%	8.3%	4.5%	13.5%	0.5%	0.5%	49.3%	2.9%	50.5%	49.5%	12.4%
Toxic Substances Control	973	158	85	52	121	3	3	506	45	502	471	163
		16.2%	8.7%	5.3%	12.4%	0.3%	0.3%	52.0%	4.6%	51.6%	48.4%	16.8%

¹⁶ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table B: State Civil Service Workforce Composition by Department with 30 or More Employees¹⁷ (continued)

Department	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Traffic Safety, Office of	33	5	4	2	4	0	0	18	0	12	21	3
		15.2%	12.1%	6.1%	12.1%	0.0%	0.0%	54.5%	0.0%	36.4%	63.6%	9.1%
Transportation	22,009	3,892	1,706	1,057	3,573	139	101	10,802	739	16,179	5,830	3,423
		17.7%	7.8%	4.8%	16.2%	0.6%	0.5%	49.1%	3.4%	73.5%	26.5%	15.6%
Treasurer's Office	219	50	19	9	27	0	2	108	4	91	128	25
		22.8%	8.7%	4.1%	12.3%	0.0%	0.9%	49.3%	1.8%	41.6%	58.4%	11.4%
Unemployment Insurance Appeals Board	635	40	67	35	171	1	4	303	14	204	431	85
		6.3%	10.6%	5.5%	26.9%	0.2%	0.6%	47.7%	2.2%	32.1%	67.9%	13.4%
Veteran Affairs	1,637	62	155	457	319	2	2	618	22	512	1,125	144
		3.8%	9.5%	27.9%	19.5%	0.1%	0.1%	37.8%	1.3%	31.3%	68.7%	8.8%
Victim Comp Government Claims Board	290	29	37	11	65	1	0	135	12	89	201	43
		10.0%	12.8%	3.8%	22.4%	0.3%	0.0%	46.6%	4.1%	30.7%	69.3%	14.8%
Water Resources	2,984	378	151	70	447	14	17	1,808	99	2,025	959	191
		12.7%	5.1%	2.3%	15.0%	0.5%	0.6%	60.6%	3.3%	67.9%	32.1%	6.4%
Water Resources Control Board	1,514	191	70	48	135	2	3	1,016	49	778	736	126
		12.6%	4.6%	3.2%	8.9%	0.1%	0.2%	67.1%	3.2%	51.4%	48.6%	8.3%
Totals	226,831	20,239	24,172	13,437	49,647	1,022	1,244	111,346	5,724	120,493	106,338	21,183
		8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%

¹⁷ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table C: State Civil Service Workforce Composition by Age¹⁸

Age	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
24 and Under	8,597	610	654	311	2,257	46	63	4,432	224	4,795	3,802	367
		7.1%	7.6%	3.6%	26.3%	0.5%	0.7%	51.6%	2.6%	55.8%	44.2%	4.3%
25 – 29	17,044	1,726	1,347	784	4,917	101	129	7,524	516	9,708	7,336	780
		10.1%	7.9%	4.6%	28.8%	0.6%	0.8%	44.1%	3.0%	57.0%	43.0%	4.6%
30 – 34	21,502	2,104	1,898	1,184	6,444	116	150	8,915	691	12,189	9,313	954
		9.8%	8.8%	5.5%	30.0%	0.5%	0.7%	41.5%	3.2%	56.7%	43.3%	4.4%
35 – 39	27,356	2,880	2,766	1,673	7,503	133	171	11,468	762	15,408	11,948	1,437
		10.5%	10.1%	6.1%	27.4%	0.5%	0.6%	41.9%	2.8%	56.3%	43.7%	5.3%
40 – 44	31,204	3,052	3,856	1,858	7,586	131	210	13,758	753	16,568	14,636	2,137
		9.8%	12.4%	6.0%	24.3%	0.4%	0.7%	44.1%	2.4%	53.1%	46.9%	6.8%
45 – 49	37,456	3,046	4,963	2,019	7,967	167	198	18,194	902	19,360	18,096	3,363
		8.1%	13.3%	5.4%	21.3%	0.4%	0.5%	48.6%	2.4%	51.7%	48.3%	9.0%
50 – 54	36,611	2,795	4,319	2,183	6,615	149	166	19,570	814	17,744	18,867	4,568
		7.6%	11.8%	6.0%	18.1%	0.4%	0.5%	53.5%	2.2%	48.5%	51.5%	12.5%
55 – 59	27,732	2,310	2,679	1,865	4,183	115	106	15,847	627	13,926	13,806	4,327
		8.3%	9.7%	6.7%	15.1%	0.4%	0.4%	57.1%	2.3%	50.2%	49.8%	15.6%
60 – 64	14,339	1,186	1,215	1,119	1,735	48	37	8,680	319	7,763	6,576	2,432
		8.3%	8.5%	7.8%	12.1%	0.3%	0.3%	60.5%	2.2%	54.1%	45.9%	17.0%
65 and Over	5,464	579	516	456	522	20	18	3,222	131	3,184	2,280	860
		10.6%	9.4%	8.3%	9.6%	0.4%	0.3%	59.0%	2.4%	58.3%	41.7%	15.7%
Totals	227,305	20,288	24,213	13,452	49,729	1,026	1,248	111,610	5,739	120,645	106,660	21,225
		8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%

¹⁸ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table D: State Civil Service Workforce Composition by Major Occupational Group¹⁹

Major Occupational Groups	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture & Conservation	15,268	3.4%	2.2%	1.2%	14.9%	0.9%	0.4%	73.4%	3.6%	75.1%	24.9%	5.8%
Custodian & Domestic Services	5,489	5.5%	19.5%	12.5%	31.7%	0.5%	0.5%	27.7%	2.0%	54.9%	45.1%	8.8%
Education & Library	2,694	4.5%	8.5%	0.8%	14.1%	0.6%	0.2%	68.7%	2.6%	55.3%	44.7%	7.8%
Emergency Disaster Program	178	2.8%	1.7%	0.6%	10.7%	0.0%	0.0%	82.0%	2.2%	61.8%	38.2%	7.9%
Engineering & Allied Services	16,070	25.6%	3.9%	4.9%	10.8%	0.3%	0.3%	49.8%	4.4%	80.3%	19.7%	12.2%
Fiscal, Management, & Staff Services	48,423	14.8%	9.9%	5.4%	17.1%	0.3%	0.7%	49.2%	2.6%	35.7%	64.3%	12.2%
Legal	3,758	9.6%	5.1%	1.6%	7.4%	0.3%	0.3%	73.1%	2.7%	51.9%	48.1%	9.6%
Mechanical & Construction Trades	14,590	2.3%	7.2%	2.7%	23.5%	0.9%	0.5%	60.9%	2.1%	90.3%	9.7%	10.0%
Medicine & Allied Services	19,286	9.3%	12.5%	19.9%	15.5%	0.3%	0.4%	40.2%	1.9%	35.1%	64.9%	7.7%
Office & Allied Services	32,180	7.8%	15.6%	7.8%	25.9%	0.6%	0.9%	39.1%	2.3%	19.2%	80.8%	14.3%
Protective Services & Public Safety	14,947	4.4%	7.0%	2.8%	23.2%	0.5%	0.4%	60.3%	1.3%	75.2%	24.8%	7.6%
Social Security & Rehabilitation	52,773	4.2%	13.8%	3.6%	31.5%	0.4%	0.5%	43.6%	2.4%	64.8%	35.2%	4.8%
Broadband and CEA Classifications	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Broadband Classifications	317	26.5%	12.9%	4.4%	10.7%	0.0%	0.6%	42.6%	2.2%	64.0%	36.0%	15.1%
CEA Classifications	1,332	8.5%	6.2%	1.0%	10.7%	0.3%	0.4%	70.9%	2.1%	53.7%	46.3%	10.6%
Totals	227,305	8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%

¹⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table E: State Civil Service Workforce Composition by Salary²⁰

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
\$10,001-\$20,000	2,231	9.6%	23.8%	5.1%	24.2%	0.6%	1.0%	31.9%	4.0%	32.9%	67.1%	13.0%
\$20,001-\$30,000	10,401	5.7%	9.3%	4.8%	22.8%	1.0%	0.7%	52.9%	2.8%	49.3%	50.7%	6.6%
\$30,001-\$40,000	37,407	7.8%	14.1%	9.1%	26.2%	0.6%	0.8%	38.8%	2.6%	33.4%	66.6%	12.1%
\$40,001-\$50,000	31,627	7.1%	10.6%	6.4%	25.4%	0.6%	0.5%	46.7%	2.6%	47.5%	52.5%	10.3%
\$50,001-\$60,000	32,362	7.8%	11.3%	6.3%	23.1%	0.5%	0.5%	48.2%	2.3%	49.0%	51.0%	10.2%
\$60,001-\$70,000	26,870	9.2%	9.5%	5.0%	21.4%	0.3%	0.6%	51.6%	2.3%	51.2%	48.8%	10.0%
\$70,001-\$80,000	40,601	7.1%	9.8%	3.2%	24.3%	0.4%	0.5%	52.4%	2.2%	69.0%	31.0%	6.4%
\$80,001-\$90,000	17,243	12.8%	10.8%	4.1%	17.2%	0.3%	0.5%	51.6%	2.7%	65.0%	35.0%	8.3%
\$90,001-\$100,000	9,554	10.2%	8.2%	11.6%	12.0%	0.3%	0.2%	55.3%	2.2%	58.2%	41.8%	7.3%
\$100,001-\$110,000	10,890	17.1%	6.9%	6.2%	10.5%	0.1%	0.3%	55.3%	3.6%	68.0%	32.0%	9.3%
\$110,001-\$120,000	4,212	15.7%	5.4%	2.8%	8.4%	0.1%	0.1%	64.1%	3.3%	65.2%	34.8%	9.4%
\$120,001-\$130,000	1,197	12.1%	4.0%	1.2%	8.2%	0.1%	0.3%	72.0%	2.2%	63.0%	37.0%	9.2%
\$130,000+	2,710	20.3%	6.6%	4.2%	6.8%	0.2%	0.3%	58.6%	2.9	74.0%	26.0%	7.0%
Totals	227,305	8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.55%	53.1%	46.9%	9.3%

²⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{21 22}

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Agriculture & Conservation												
\$10,001 – \$20,000	14	14.3%	0.0%	0.0%	7.1%	0.0%	0.0%	78.6%	0.0%	42.9%	57.1%	0.0%
\$20,001 – \$30,000	4,387	2.8%	1.8%	1.1%	15.8%	1.3%	0.5%	73.7%	3.0%	65.1%	34.9%	3.6%
\$30,001 - \$40,000	3,224	2.2%	2.1%	1.2%	18.3%	0.8%	0.6%	70.7%	4.2%	87.3%	12.7%	3.9%
\$40,001 – \$50,000	2,329	2.8%	2.4%	1.1%	17.5%	0.8%	0.2%	70.1%	5.2%	80.8%	19.2%	5.3%
\$50,001 - \$60,000	2,133	2.8%	2.1%	0.8%	15.4%	0.8%	0.6%	74.4%	3.1%	83.7%	16.3%	7.1%
\$60,001 - \$70,000	1,604	6.3%	3.3%	2.0%	9.1%	0.5%	0.3%	75.4%	3.1%	66.0%	34.0%	9.5%
\$70,001 - \$80,000	1,011	7.6%	2.4%	1.2%	6.9%	0.8%	0.2%	77.9%	3.0%	61.4%	38.6%	9.9%
\$80,001 - \$90,000	195	3.6%	1.0%	0.5%	8.7%	0.0%	0.5%	84.6%	1.0%	67.7%	32.3%	8.7%
\$90,001 - \$100,000	316	4.7%	2.2%	0.9%	6.6%	0.3%	0.0%	83.5%	1.6%	83.9%	16.1%	17.4%
\$100,001 - \$110,000	38	0.0%	10.5%	5.3%	2.6%	0.0%	0.0%	78.9%	2.6%	68.4%	31.6%	13.2%
\$110,001 - \$120,000	17	5.9%	0.0%	0.0%	5.9%	0.0%	0.0%	82.4%	5.9%	82.4%	17.6%	11.8%
Totals	15,268	3.4%	2.2%	1.2%	14.9%	0.9%	0.4%	73.4%	3.6%	75.1%	24.9%	5.8%

²¹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

²² If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{23 24} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Custodian & Domestic Services												
\$20,001 – \$30,000	1,514	5.1%	21.4%	11.9%	38.7%	0.7%	0.3%	19.7%	2.2%	54.4%	45.6%	9.6%
\$30,001 - \$40,000	2,800	6.3%	21.4%	13.9%	32.4%	0.4%	0.7%	23.0%	2.0%	53.8%	46.2%	8.8%
\$40,001 – \$50,000	754	3.3%	13.5%	11.1%	27.2%	0.3%	0.4%	42.8%	1.3%	68.7%	31.3%	6.9%
\$50,001 - \$60,000	203	4.4%	11.3%	9.4%	12.8%	0.5%	0.5%	58.6%	2.5%	51.2%	48.8%	9.4%
\$60,001 - \$70,000	141	6.4%	9.2%	11.3%	9.9%	0.0%	0.0%	62.4%	0.7%	25.5%	74.5%	8.5%
\$70,001 - \$80,000	76	7.9%	13.2%	1.3%	5.3%	0.0%	0.0%	67.1%	5.3%	30.3%	69.7%	14.5%
\$80,001 - \$90,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals	5,489	5.5%	19.5%	12.5%	31.7%	0.5%	0.5%	27.7%	2.0%	54.9%	45.1%	8.8%
Education & Library												
\$10,001 – \$20,000	15	0.0%	40.0%	0.0%	6.7%	0.0%	0.0%	46.7%	6.7%	60.0%	40.0%	0.0%
\$20,001 – \$30,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$30,001 - \$40,000	3	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
\$40,001 – \$50,000	34	11.8%	11.8%	0.0%	8.8%	2.9%	0.0%	64.7%	0.0%	70.6%	29.4%	11.8%
\$50,001 - \$60,000	116	4.3%	8.6%	1.7%	18.1%	0.9%	0.0%	63.8%	2.6%	51.7%	48.3%	9.5%

²³ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.²⁴ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{25 26} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Education & Library (continued)												
\$60,001 - \$70,000	281	2.8%	9.3%	0.4%	12.1%	1.1%	0.7%	72.2%	1.4%	47.7%	52.3%	10.3%
\$70,001 - \$80,000	452	6.9%	8.4%	1.3%	14.8%	0.2%	0.4%	65.3%	2.7%	49.8%	50.2%	8.8%
\$80,001 - \$90,000	898	5.7%	7.8%	0.8%	16.7%	0.6%	0.0%	66.3%	2.2%	52.2%	47.8%	7.6%
\$90,001 - \$100,000	789	2.2%	7.6%	0.8%	12.2%	0.6%	0.1%	73.6%	2.9%	62.7%	37.3%	6.5%
\$100,001 - \$110,000	98	4.1%	14.3%	0.0%	7.1%	0.0%	0.0%	67.3%	7.1%	69.4%	30.6%	5.1%
\$110,001 - \$120,000	7	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	71.4%	0.0%	42.9%	57.1%	14.3%
Totals	2,694	4.5%	8.5%	0.8%	14.1%	0.6%	0.2%	68.7%	2.6%	55.3%	44.7%	7.8%
Emergency Disaster Program												
\$40,001 – \$50,000	17	5.9%	5.9%	5.9%	5.9%	0.0%	0.0%	70.6%	5.9%	70.6%	29.4%	5.9%
\$50,001 - \$60,000	20	5.0%	0.0%	0.0%	10.0%	0.0%	0.0%	80.0%	5.0%	45.0%	55.0%	10.0%
\$60,001 - \$70,000	61	4.9%	0.0%	0.0%	18.0%	0.0%	0.0%	75.4%	1.6%	54.1%	45.9%	8.2%
\$70,001 - \$80,000	59	0.0%	3.4%	0.0%	5.1%	0.0%	0.0%	91.5%	0.0%	62.7%	37.3%	8.5%
\$80,001 - \$90,000	14	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	78.6%	7.1%	92.9%	7.1%	0.0%
\$90,001 - \$100,000	6	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	16.7%

²⁵ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.²⁶ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{27 28} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Emergency Disaster Program (continued)												
\$100,001 - \$110,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals	178	2.8%	1.7%	0.6%	10.7%	0.0%	0.0%	82.0%	2.2%	61.8%	38.2%	7.9%
Engineering & Allied Services												
\$20,001 – \$30,000	7	14.3%	14.3%	0.0%	14.3%	0.0%	0.0%	28.6%	28.6%	85.7%	14.3%	0.0%
\$30,001 - \$40,000	29	24.1%	10.3%	10.3%	10.3%	3.4%	3.4%	34.5%	3.4%	58.6%	41.4%	13.8%
\$40,001 – \$50,000	238	14.3%	3.4%	7.6%	16.8%	1.7%	0.4%	51.3%	4.6%	73.5%	26.5%	17.2%
\$50,001 - \$60,000	1,514	14.9%	5.0%	6.9%	18.4%	0.7%	0.2%	50.9%	3.0%	75.2%	24.8%	15.8%
\$60,001 - \$70,000	893	25.9%	5.0%	5.6%	13.7%	0.2%	0.6%	45.0%	4.0%	71.6%	28.4%	11.1%
\$70,001 - \$80,000	885	23.7%	4.3%	4.1%	11.3%	0.5%	0.3%	52.5%	3.3%	72.8%	27.2%	12.5%
\$80,001 - \$90,000	3,476	30.5%	5.4%	6.8%	12.1%	0.3%	0.5%	39.2%	5.2%	80.9%	19.1%	12.2%
\$90,001 - \$100,000	1,331	22.1%	4.2%	2.9%	10.4%	0.4%	0.2%	56.0%	3.8%	73.6%	26.4%	10.2%
\$100,001 - \$110,000	5,734	27.6%	2.7%	4.6%	8.7%	0.1%	0.3%	51.2%	4.8%	84.4%	15.6%	12.2%
\$110,001 - \$120,000	1,667	23.2%	2.5%	2.4%	7.0%	0.1%	0.1%	60.2%	4.6%	83.2%	16.8%	10.6%
\$120,001 - \$130,000	144	45.1%	0.7%	0.7%	2.8%	0.0%	0.0%	50.0%	0.7%	93.1%	6.9%	9.0%

²⁷ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.²⁸ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{29 30} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Engineering & Allied Services (continued)												
\$130,001+	152	12.5%	5.3%	1.3%	8.6%	0.0%	0.0%	70.4%	2.0%	86.2%	13.8%	8.6%
Totals	16,070	25.6%	3.9%	4.9%	10.8%	0.3%	0.3%	49.8%	4.4%	80.3%	19.7%	12.2%
Fiscal, Management, & Staff Services												
\$10,001 – \$20,000	680	11.0%	11.0%	6.3%	26.5%	0.6%	0.6%	38.2%	5.7%	40.6%	59.4%	8.4%
\$20,001 – \$30,000	939	14.5%	8.3%	6.3%	25.3%	0.6%	0.7%	40.3%	3.9%	42.1%	57.9%	5.2%
\$30,001 - \$40,000	2,667	18.4%	10.2%	5.6%	18.8%	0.4%	1.5%	41.4%	3.7%	33.6%	66.4%	8.6%
\$40,001 – \$50,000	8,446	14.5%	11.1%	6.9%	19.7%	0.4%	0.8%	43.4%	3.3%	28.4%	71.6%	11.9%
\$50,001 - \$60,000	9,441	12.5%	11.4%	6.2%	19.1%	0.3%	0.7%	47.2%	2.7%	28.6%	71.4%	12.1%
\$60,001 - \$70,000	10,724	13.5%	10.5%	5.1%	16.5%	0.3%	0.7%	51.2%	2.2%	31.3%	68.7%	14.2%
\$70,001 - \$80,000	9,714	17.2%	8.9%	4.7%	15.0%	0.4%	0.4%	51.2%	2.3%	43.5%	56.5%	12.3%
\$80,001 - \$90,000	4,704	15.7%	7.0%	3.4%	12.3%	0.2%	0.4%	59.1%	1.8%	49.3%	50.7%	12.4%
\$90,001 - \$100,000	849	18.0%	5.9%	2.2%	8.1%	0.1%	0.2%	62.8%	2.6%	61.4%	38.6%	9.0%
\$100,001 - \$110,000	140	13.6%	4.3%	1.4%	5.0%	0.0%	0.7%	73.6%	1.4%	60.7%	39.3%	11.4%
\$110,001 - \$120,000	29	13.8%	3.4%	0.0%	6.9%	0.0%	0.0%	69.0%	6.9%	79.3%	20.7%	20.7%

²⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.³⁰ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{31 32}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Fiscal, Management, & Staff Services (continued)												
\$120,001 - \$130,000	16	12.5%	0.0%	0.0%	6.3%	0.0%	0.0%	81.3%	0.0%	87.5%	12.5%	0.0%
\$130,001+	74	12.2%	2.7%	1.4%	4.1%	0.0%	0.0%	78.4%	1.4%	77.0%	23.0%	6.8%
Totals	48,423	14.8%	9.9%	5.4%	17.1%	0.3%	0.7%	49.2%	2.6%	35.7%	64.3%	12.2%
Legal												
\$40,001 – \$50,000	1	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$50,001 - \$60,000	130	13.8%	1.5%	3.8%	4.6%	1.5%	1.5%	66.9%	6.2%	48.5%	51.5%	5.4%
\$60,001 - \$70,000	108	23.1%	2.8%	3.7%	7.4%	0.0%	0.9%	55.6%	6.5%	36.1%	63.9%	11.1%
\$70,001 - \$80,000	260	17.7%	5.8%	2.7%	7.3%	1.2%	0.0%	62.7%	2.7%	43.1%	56.9%	4.2%
\$80,001 - \$90,000	261	8.4%	8.4%	1.1%	8.4%	0.4%	0.4%	68.6%	4.2%	49.8%	50.2%	8.4%
\$90,001 - \$100,000	472	10.2%	5.3%	1.3%	7.8%	0.8%	0.0%	71.4%	3.2%	48.5%	51.5%	10.4%
\$100,001 - \$110,000	629	7.5%	6.8%	2.1%	5.7%	0.3%	0.2%	75.4%	2.1%	53.6%	46.4%	11.1%
\$110,001 - \$120,000	1,126	8.9%	4.4%	1.4%	7.3%	0.0%	0.2%	75.8%	2.1%	54.5%	45.5%	10.7%
\$120,001 - \$130,000	626	7.0%	4.0%	1.0%	7.8%	0.0%	0.2%	78.1%	1.9%	54.3%	45.7%	9.4%
\$130,001+	145	6.2%	4.1%	0.7%	13.8%	0.0%	1.4%	71.7%	2.1%	60.0%	40.0%	7.6%

³¹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.³² If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{33 34} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Legal (continued)												
Totals	3,758	9.6%	5.1%	1.6%	7.4%	0.3%	0.3%	73.1%	2.7%	51.9%	48.1%	9.6%
Mechanical & Construction Trades												
\$10,001 – \$20,000	212	3.3%	12.7%	2.4%	27.8%	0.0%	0.5%	51.4%	1.9%	53.3%	46.7%	3.8%
\$20,001 – \$30,000	127	3.9%	8.7%	0.8%	28.3%	1.6%	0.8%	48.8%	7.1%	72.4%	27.6%	3.1%
\$30,001 - \$40,000	1,918	2.3%	12.5%	3.6%	30.5%	1.6%	0.5%	47.3%	1.7%	86.4%	13.6%	9.0%
\$40,001 – \$50,000	5,598	2.0%	7.1%	2.3%	24.5%	0.9%	0.4%	60.7%	1.9%	89.9%	10.1%	10.6%
\$50,001 - \$60,000	4,355	2.4%	6.0%	3.1%	21.7%	0.7%	0.4%	63.4%	2.2%	93.4%	6.6%	11.0%
\$60,001 - \$70,000	1,633	2.3%	5.1%	2.7%	19.3%	0.6%	0.6%	67.1%	2.4%	93.5%	6.5%	8.8%
\$70,001 - \$80,000	462	2.6%	3.9%	1.9%	14.9%	0.0%	0.2%	73.8%	2.6%	89.4%	10.6%	6.1%
\$80,001 - \$90,000	172	2.3%	4.7%	0.6%	15.7%	0.6%	1.2%	74.4%	0.6%	93.6%	6.4%	9.3%
\$90,001 - \$100,000	62	1.6%	3.2%	0.0%	19.4%	0.0%	0.0%	71.0%	4.8%	96.8%	3.2%	3.2%
\$100,001 - \$110,000	48	4.2%	2.1%	2.1%	2.1%	0.0%	2.1%	81.3%	6.3%	91.7%	8.3%	8.3%
\$110,001 - \$120,000	3	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
Totals	14,590	2.3%	7.2%	2.7%	23.5%	0.9%	0.5%	60.9%	2.1%	90.3%	9.7%	10.0%

³³ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.³⁴ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{35 36}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Medicine & Allied Services												
\$20,001 – \$30,000	341	3.5%	10.9%	22.0%	31.4%	0.9%	1.2%	29.3%	0.9%	33.7%	66.3%	5.9%
\$30,001 - \$40,000	2,079	4.4%	15.2%	36.1%	22.4%	0.2%	0.4%	19.2%	1.9%	31.5%	68.5%	6.6%
\$40,001 – \$50,000	1,081	6.4%	11.3%	22.4%	24.4%	0.6%	0.3%	31.6%	3.1%	20.9%	79.1%	5.5%
\$50,001 - \$60,000	5,438	5.4%	16.6%	13.3%	22.8%	0.3%	0.5%	39.6%	1.5%	34.8%	65.2%	6.2%
\$60,001 - \$70,000	1,476	6.7%	13.7%	8.9%	14.6%	0.3%	0.3%	53.4%	2.0%	38.0%	62.0%	9.1%
\$70,001 - \$80,000	1,158	9.9%	9.8%	17.4%	7.5%	0.2%	0.4%	52.8%	1.9%	22.2%	77.8%	22.4%
\$80,001 - \$90,000	931	10.3%	11.0%	20.5%	10.5%	0.2%	0.2%	46.4%	0.9%	35.9%	64.1%	10.0%
\$90,001 - \$100,000	2,812	11.4%	9.8%	35.5%	7.5%	0.2%	0.2%	34.0%	1.4%	26.6%	73.4%	6.7%
\$100,001 - \$110,000	1,422	5.2%	10.1%	25.6%	11.3%	0.0%	0.3%	45.9%	1.6%	24.3%	75.7%	5.1%
\$110,001 - \$120,000	633	20.4%	9.0%	8.4%	7.6%	0.5%	0.0%	51.5%	2.7%	38.9%	61.1%	8.8%
\$120,001 - \$130,000	92	16.3%	5.4%	6.5%	5.4%	0.0%	0.0%	62.0%	4.3%	53.3%	46.7%	14.1%
\$130,001+	1,823	26.8%	7.1%	5.9%	5.2%	0.1%	0.3%	50.9%	3.6%	73.4%	26.6%	6.4%
Totals	19,286	9.3%	12.5%	19.9%	15.5%	0.3%	0.4%	40.2%	1.9%	35.1%	64.9%	7.7%

³⁵ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.³⁶ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{37 38}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Office & Allied Services												
\$10,001 – \$20,000	1,274	10.2%	32.8%	5.0%	22.8%	0.7%	1.3%	23.7%	3.5%	25.1%	74.9%	16.4%
\$20,001 – \$30,000	3,000	7.9%	14.4%	4.6%	22.7%	0.8%	1.0%	46.2%	2.4%	27.2%	72.8%	10.0%
\$30,001 - \$40,000	21,747	8.3%	15.1%	8.4%	26.7%	0.5%	0.9%	37.7%	2.4%	19.1%	80.9%	15.2%
\$40,001 – \$50,000	5,243	5.9%	15.0%	8.5%	25.6%	0.5%	0.6%	42.3%	1.6%	13.7%	86.3%	13.6%
\$50,001 - \$60,000	692	3.3%	14.6%	4.9%	25.7%	0.7%	0.7%	48.4%	1.6%	19.9%	80.1%	8.1%
\$60,001 - \$70,000	211	3.8%	5.7%	1.9%	19.4%	0.0%	0.5%	67.8%	0.9%	12.8%	87.2%	12.8%
\$70,001 - \$80,000	11	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	90.9%	0.0%	9.1%	90.9%	27.3%
\$80,001 - \$90,000	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals	32,180	7.8%	15.6%	7.8%	25.9%	0.6%	0.9%	39.1%	2.3%	19.2%	80.8%	14.3%
Protective Services & Public Safety												
\$30,001 - \$40,000	186	8.6%	13.4%	6.5%	18.8%	0.5%	0.5%	48.9%	2.7%	56.5%	43.5%	186
\$40,001 – \$50,000	2,475	4.8%	11.8%	5.1%	32.3%	0.6%	0.5%	42.9%	1.9%	52.0%	48.0%	2,475
\$50,001 - \$60,000	1,331	4.9%	10.7%	5.2%	25.2%	0.4%	0.2%	51.8%	1.7%	56.7%	43.3%	1,331
\$60,001 - \$70,000	2,347	5.1%	6.0%	2.8%	24.0%	0.5%	0.6%	59.4%	1.7%	75.8%	24.2%	2,347

³⁷ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.³⁸ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{39 40} *(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Protective Services & Public Safety (continued)												
\$70,001 - \$80,000	6,477	3.7%	5.2%	1.9%	21.4%	0.6%	0.5%	65.8%	1.0%	85.9%	14.1%	5.0%
\$80,001 - \$90,000	769	5.7%	5.2%	2.1%	19.5%	0.4%	0.4%	65.0%	1.7%	74.1%	25.9%	7.4%
\$90,001 - \$100,000	942	4.1%	4.0%	1.4%	15.5%	0.3%	0.2%	73.8%	0.6%	87.5%	12.5%	6.1%
\$100,001 - \$110,000	60	5.0%	6.7%	0.0%	13.3%	0.0%	0.0%	73.3%	1.7%	81.7%	18.3%	6.7%
\$110,001 - \$120,000	45	2.2%	6.7%	0.0%	6.7%	0.0%	0.0%	84.4%	0.0%	86.7%	13.3%	2.2%
\$120,001 - \$130,000	59	3.4%	3.4%	0.0%	10.2%	0.0%	0.0%	83.1%	0.0%	84.7%	15.3%	8.5%
\$130,001+	256	3.5%	9.4%	0.4%	12.9%	1.6%	0.0%	71.9%	0.4%	84.8%	15.2%	6.6%
Totals	14,947	4.4%	7.0%	2.8%	23.2%	0.5%	0.4%	60.3%	1.3%	75.2%	24.8%	7.6%
Social Security & Rehabilitation												
\$10,001 - \$20,000	36	0.0%	11.1%	2.8%	22.2%	0.0%	0.0%	61.1%	2.8%	25.0%	75.0%	44.4%
\$20,001 - \$30,000	85	5.9%	4.7%	2.4%	35.3%	1.2%	0.0%	49.4%	1.2%	25.9%	74.1%	10.6%
\$30,001 - \$40,000	2,754	8.2%	16.7%	5.2%	33.3%	0.6%	0.7%	32.4%	2.9%	25.1%	74.9%	11.3%
\$40,001 - \$50,000	5,407	5.4%	12.2%	6.7%	36.0%	0.4%	0.4%	36.6%	2.2%	50.5%	49.5%	6.7%

³⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.⁴⁰ If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{41 42}(continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Social Security & Rehabilitation (continued)												
\$50,001 - \$60,000	6,960	7.5%	14.7%	5.0%	33.0%	0.7%	0.3%	36.4%	2.4%	44.8%	55.2%	10.3%
\$60,001 - \$70,000	7,343	5.2%	11.5%	6.0%	34.0%	0.4%	0.5%	40.1%	2.3%	61.7%	38.3%	4.7%
\$70,001 - \$80,000	19,889	2.3%	12.7%	2.3%	33.1%	0.3%	0.7%	46.2%	2.4%	79.4%	20.6%	2.5%
\$80,001 - \$90,000	5,682	2.8%	19.3%	1.5%	26.1%	0.3%	0.6%	46.9%	2.5%	73.6%	26.4%	2.4%
\$90,001 - \$100,000	1,705	3.1%	14.9%	1.3%	22.4%	0.2%	0.3%	55.5%	2.3%	77.5%	22.5%	2.6%
\$100,001 - \$110,000	2,391	4.0%	14.8%	0.9%	16.9%	0.3%	0.3%	60.5%	2.4%	60.7%	39.3%	4.0%
\$110,001 - \$120,000	451	4.0%	14.4%	1.3%	16.6%	0.2%	0.2%	60.3%	2.9%	64.7%	35.3%	1.8%
\$120,001 - \$130,000	19	5.3%	0.0%	0.0%	10.5%	0.0%	0.0%	73.7%	10.5%	57.9%	42.1%	0.0%
\$130,001+	51	3.9%	0.0%	0.0%	3.9%	0.0%	0.0%	92.2%	0.0%	60.8%	39.2%	9.8%
Totals	52,773	4.2%	13.8%	3.6%	31.5%	0.4%	0.5%	43.6%	2.4%	64.8%	35.2%	4.8%
Broadband Classifications												
\$40,001 – \$50,000	4	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	75.0%	25.0%	0.0%
\$50,001 - \$60,000	29	17.2%	20.7%	3.4%	17.2%	0.0%	3.4%	34.5%	3.4%	65.5%	34.5%	13.8%
\$60,001 - \$70,000	48	27.1%	22.9%	6.3%	4.2%	0.0%	0.0%	39.6%	0.0%	66.7%	33.3%	8.3%

⁴¹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.⁴² If there were no employees within a salary range, that salary range is not included in the table.

Table F: State Civil Service Workforce Composition by Major Occupational Group and Salary^{43 44} (continued)

Salary	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Broadband Classifications (continued)												
\$70,001 - \$80,000	131	27.5%	11.5%	5.3%	9.9%	0.0%	0.8%	42.7%	2.3%	60.3%	39.7%	18.3%
\$80,001 - \$90,000	72	26.4%	6.9%	2.8%	15.3%	0.0%	0.0%	44.4%	4.2%	72.2%	27.8%	12.5%
\$90,001 - \$100,000	33	27.3%	9.1%	3.0%	9.1%	0.0%	0.0%	51.5%	0.0%	54.5%	45.5%	21.2%
Totals	317	26.5%	12.9%	4.4%	10.7%	0.0%	0.6%	42.6%	2.2%	64.0%	36.0%	15.1%
CEA Classifications												
\$70,001 - \$80,000	16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	62.5%	0.0%
\$80,001 - \$90,000	66	12.1%	1.5%	1.5%	15.2%	0.0%	1.5%	66.7%	1.5%	39.4%	60.6%	12.1%
\$90,001 - \$100,000	237	8.9%	6.3%	1.3%	12.7%	0.8%	0.4%	68.4%	1.3%	40.1%	59.9%	13.9%
\$100,001 - \$110,000	329	10.3%	9.1%	0.9%	8.5%	0.3%	0.0%	69.0%	1.8%	48.6%	51.4%	10.3%
\$110,001 - \$120,000	234	9.0%	4.7%	1.7%	10.7%	0.0%	0.0%	71.4%	2.6%	54.3%	45.7%	10.7%
\$120,001 - \$130,000	241	6.6%	6.2%	0.4%	12.9%	0.4%	0.8%	69.7%	2.9%	64.7%	35.3%	8.3%
\$130,001+	209	6.2%	4.8%	0.5%	8.6%	0.0%	0.5%	77.0%	2.4%	69.4%	30.6%	10.0%
Totals	1,332	8.5%	6.2%	1.0%	10.7%	0.3%	0.4%	70.9%	2.1%	53.7%	46.3%	10.6%
Totals	16	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	62.5%	0.0%

⁴³ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.⁴⁴ If there were no employees within a salary range, that salary range is not included in the table.

Table G: State Civil Service Workforce Composition by County⁴⁵

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Alameda	8,061	1,823	1,303	1,021	877	15	49	2,713	260	4,501	3,560	1,088
		22.6%	16.2%	12.7%	10.9%	0.2%	0.6%	33.7%	3.2%	55.8%	44.2%	13.5%
Alpine	51	1	1	1	7	2	0	37	2	38	13	5
		2.0%	2.0%	2.0%	13.7%	3.9%	0.0%	72.5%	3.9%	74.5%	25.5%	9.8%
Amador	2,058	86	173	49	300	14	11	1,374	51	1,312	746	85
		4.2%	8.4%	2.4%	14.6%	0.7%	0.5%	66.8%	2.5%	63.8%	36.2%	4.1%
Butte	978	20	13	9	125	10	4	767	30	672	306	94
		2.0%	1.3%	0.9%	12.8%	1.0%	0.4%	78.4%	3.1%	68.7%	31.3%	9.6%
Calaveras	316	2	6	3	40	2	1	254	8	261	55	22
		0.6%	1.9%	0.9%	12.7%	0.6%	0.3%	80.4%	2.5%	82.6%	17.4%	7.0%
Colusa	78	1	1	1	10	1	0	61	3	64	14	3
		1.3%	1.3%	1.3%	12.8%	1.3%	0.0%	78.2%	3.8%	82.1%	17.9%	3.8%
Contra Costa	1,032	123	159	61	150	3	8	500	28	524	508	120
		11.9%	15.4%	5.9%	14.5%	0.3%	0.8%	48.4%	2.7%	50.8%	49.2%	11.6%
Del Norte	1,725	22	26	20	150	29	4	1,425	49	1,197	528	81
		1.3%	1.5%	1.2%	8.7%	1.7%	0.2%	82.6%	2.8%	69.4%	30.6%	4.7%
El Dorado	619	9	11	3	47	5	3	508	33	436	183	41
		1.5%	1.8%	0.5%	7.6%	0.8%	0.5%	82.1%	5.3%	70.4%	29.6%	6.6%
Fresno	7,585	464	489	214	2,451	45	28	3,702	192	4,302	3,283	725
		6.1%	6.4%	2.8%	32.3%	0.6%	0.4%	48.8%	2.5%	56.7%	43.3%	9.6%
Glenn	76	0	0	1	10	1	0	63	1	60	16	10
		0.0%	0.0%	1.3%	13.2%	1.3%	0.0%	82.9%	1.3%	78.9%	21.1%	13.2%

⁴⁵ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁴⁶ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Humboldt	1,388	17	17	10	87	28	4	1,150	75	932	456	209
		1.2%	1.2%	0.7%	6.3%	2.0%	0.3%	82.9%	5.4%	67.1%	32.9%	15.1%
Imperial	3,021	30	179	47	1,883	8	9	799	66	2,069	952	92
		1.0%	5.9%	1.6%	62.3%	0.3%	0.3%	26.4%	2.2%	68.5%	31.5%	3.0%
Inyo	377	5	1	1	28	17	1	317	7	271	106	49
		1.3%	0.3%	0.3%	7.4%	4.5%	0.3%	84.1%	1.9%	71.9%	28.1%	13.0%
Kern	8,755	159	688	287	3,176	48	28	4,222	147	5,687	3,068	350
		1.8%	7.9%	3.3%	36.3%	0.5%	0.3%	48.2%	1.7%	65.0%	35.0%	4.0%
Kings	6,266	130	349	224	2,546	23	20	2,782	192	4,149	2,117	194
		2.1%	5.6%	3.6%	40.6%	0.4%	0.3%	44.4%	3.1%	66.2%	33.8%	3.1%
Lake	206	3	6	0	20	1	1	166	9	172	34	13
		1.5%	2.9%	0.0%	9.7%	0.5%	0.5%	80.6%	4.4%	83.5%	16.5%	6.3%
Lassen	3,085	21	42	21	284	42	5	2,605	65	2,191	894	122
		0.7%	1.4%	0.7%	9.2%	1.4%	0.2%	84.4%	2.1%	71.0%	29.0%	4.0%
Los Angeles	22,948	2,893	4,634	1,837	6,164	60	71	6,694	595	11,676	11,272	2,212
		12.6%	20.2%	8.0%	26.9%	0.3%	0.3%	29.2%	2.6%	50.9%	49.1%	9.6%
Madera	2,670	91	237	56	939	20	12	1,255	60	1,436	1,234	104
		3.4%	8.9%	2.1%	35.2%	0.7%	0.4%	47.0%	2.2%	53.8%	46.2%	3.9%
Marin	2,147	106	532	150	303	9	27	976	44	1,497	650	56
		4.9%	24.8%	7.0%	14.1%	0.4%	1.3%	45.5%	2.0%	69.7%	30.3%	2.6%
Mariposa	220	5	3	2	29	3	1	170	7	177	43	19
		2.3%	1.4%	0.9%	13.2%	1.4%	0.5%	77.3%	3.2%	80.5%	19.5%	8.6%

⁴⁶ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁴⁷ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Mendocino	616	10	9	3	46	5	1	530	12	472	144	40
		1.6%	1.5%	0.5%	7.5%	0.8%	0.2%	86.0%	1.9%	76.6%	23.4%	6.5%
Merced	622	17	13	7	148	9	1	408	19	467	155	56
		2.7%	2.1%	1.1%	23.8%	1.4%	0.2%	65.6%	3.1%	75.1%	24.9%	9.0%
Modoc	72	0	0	0	2	1	1	67	1	61	11	5
		0.0%	0.0%	0.0%	2.8%	1.4%	1.4%	93.1%	1.4%	84.7%	15.3%	6.9%
Mono	118	1	1	1	11	5	0	96	3	98	20	8
		0.8%	0.8%	0.8%	9.3%	4.2%	0.0%	81.4%	2.5%	83.1%	16.9%	6.8%
Monterey	4,510	141	330	235	1,708	21	29	1,921	125	3,038	1,472	212
		3.1%	7.3%	5.2%	37.9%	0.5%	0.6%	42.6%	2.8%	67.4%	32.6%	4.7%
Napa	3,618	165	297	1,226	379	11	13	1,483	44	1,483	2,135	244
		4.6%	8.2%	33.9%	10.5%	0.3%	0.4%	41.0%	1.2%	41.0%	59.0%	6.7%
Nevada	469	7	6	2	31	9	2	402	10	352	117	45
		1.5%	1.3%	0.4%	6.6%	1.9%	0.4%	85.7%	2.1%	75.1%	24.9%	9.6%
Orange	6,273	1,043	414	568	1,541	16	30	2,499	162	3,115	3,158	604
		16.6%	6.6%	9.1%	24.6%	0.3%	0.5%	39.8%	2.6%	49.7%	50.3%	9.6%
Placer	841	22	23	12	97	5	4	656	22	576	265	63
		2.6%	2.7%	1.4%	11.5%	0.6%	0.5%	78.0%	2.6%	68.5%	31.5%	7.5%
Plumas	115	1	2	2	6	2	1	98	3	92	23	11
		0.9%	1.7%	1.7%	5.2%	1.7%	0.9%	85.2%	2.6%	80.0%	20.0%	9.6%
Riverside	7,891	212	1,048	188	2,648	24	37	3,564	170	4,886	3,005	627
		2.7%	13.3%	2.4%	33.6%	0.3%	0.5%	45.2%	2.2%	61.9%	38.1%	7.9%

⁴⁷ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁴⁸ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Sacramento	68,996	8,678	7,277	2,606	10,872	284	532	36,906	1,841	29,615	39,381	8,406
		12.6%	10.5%	3.8%	15.8%	0.4%	0.8%	53.5%	2.7%	42.9%	57.1%	12.2%
San Benito	240	7	5	5	70	3	2	140	8	178	62	18
		2.9%	2.1%	2.1%	29.2%	1.3%	0.8%	58.3%	3.3%	74.2%	25.8%	7.5%
San Bernardino	11,435	804	2,194	658	3,401	30	33	4,045	270	6,145	5,290	1,073
		7.0%	19.2%	5.8%	29.7%	0.3%	0.3%	35.4%	2.4%	53.7%	46.3%	9.4%
San Diego	8,952	425	785	867	2,433	34	57	4,091	260	4,984	3,968	817
		4.7%	8.8%	9.7%	27.2%	0.4%	0.6%	45.7%	2.9%	55.7%	44.3%	9.1%
San Francisco	4,144	947	343	771	397	9	19	1,583	75	1,878	2,266	385
		22.9%	8.3%	18.6%	9.6%	0.2%	0.5%	38.2%	1.8%	45.3%	54.7%	9.3%
San Joaquin	4,088	306	545	269	936	13	24	1,865	130	2,402	1,686	291
		7.5%	13.3%	6.6%	22.9%	0.3%	0.6%	45.6%	3.2%	58.8%	41.2%	7.1%
San Luis Obispo	5,999	147	174	185	985	29	19	4,333	127	3,496	2,503	433
		2.5%	2.9%	3.1%	16.4%	0.5%	0.3%	72.2%	2.1%	58.3%	41.7%	7.2%
San Mateo	612	66	49	67	110	1	6	306	7	335	277	75
		10.8%	8.0%	10.9%	18.0%	0.2%	1.0%	50.0%	1.1%	54.7%	45.3%	12.3%
Santa Barbara	646	15	21	9	192	3	4	390	12	405	241	75
		2.3%	3.3%	1.4%	29.7%	0.5%	0.6%	60.4%	1.9%	62.7%	37.3%	11.6%
Santa Clara	2,187	335	145	284	550	5	19	793	56	1,017	1,170	263
		15.3%	6.6%	13.0%	25.1%	0.2%	0.9%	36.3%	2.6%	46.5%	53.5%	12.0%
Santa Cruz	802	14	20	11	135	3	2	597	20	572	230	62
		1.7%	2.5%	1.4%	16.8%	0.4%	0.2%	74.4%	2.5%	71.3%	28.7%	7.7%

⁴⁸ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁴⁹ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Shasta	1,892	41	21	5	117	19	4	1,644	41	1,227	665	274
		2.2%	1.1%	0.3%	6.2%	1.0%	0.2%	86.9%	2.2%	64.9%	35.1%	14.5%
Sierra	43	0	1	0	1	0	0	41	0	35	8	10
		0.0%	2.3%	0.0%	2.3%	0.0%	0.0%	95.3%	0.0%	81.4%	18.6%	23.3%
Siskiyou	544	1	5	2	35	6	3	476	16	430	114	42
		0.2%	0.9%	0.4%	6.4%	1.1%	0.6%	87.5%	2.9%	79.0%	21.0%	7.7%
Solano	4,857	238	903	630	691	18	59	2,214	104	2,727	2,130	268
		4.9%	18.6%	13.0%	14.2%	0.4%	1.2%	45.6%	2.1%	56.1%	43.9%	5.5%
Sonoma	3,027	95	135	492	297	16	8	1,920	64	1,325	1,702	278
		3.1%	4.5%	16.3%	9.8%	0.5%	0.3%	63.4%	2.1%	43.8%	56.2%	9.2%
Stanislaus	375	13	12	5	98	1	3	236	7	207	168	58
		3.5%	3.2%	1.3%	26.1%	0.3%	0.8%	62.9%	1.9%	55.2%	44.8%	15.5%
Sutter	232	7	16	6	31	3	2	164	3	126	106	21
		3.0%	6.9%	2.6%	13.4%	1.3%	0.9%	70.7%	1.3%	54.3%	45.7%	9.1%
Tehama	407	3	5	3	36	5	1	342	12	331	76	36
		0.7%	1.2%	0.7%	8.8%	1.2%	0.2%	84.0%	2.9%	81.3%	18.7%	8.8%
Trinity	117	0	1	0	7	2	1	102	4	98	19	7
		0.0%	0.9%	0.0%	6.0%	1.7%	0.9%	87.2%	3.4%	83.8%	16.2%	6.0%
Tulare	2,273	51	55	109	827	14	2	1,167	48	1,040	1,233	112
		2.2%	2.4%	4.8%	36.4%	0.6%	0.1%	51.3%	2.1%	45.8%	54.2%	4.9%
Tuolumne	1,309	25	37	15	170	19	6	1,011	26	880	429	50
		1.9%	2.8%	1.1%	13.0%	1.5%	0.5%	77.2%	2.0%	67.2%	32.8%	3.8%

⁴⁹ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table G: State Civil Service Workforce Composition by County⁵⁰ (continued)

County	Total No.	Asian	Black	Filipino	Hispanic	Native American	Pacific Islander	White	Other	Men	Women	Disabled
Ventura	1,764	54	165	88	539	5	12	862	39	877	887	174
		3.1%	9.4%	5.0%	30.6%	0.3%	0.7%	48.9%	2.2%	49.7%	50.3%	9.9%
Yolo	2,376	253	195	67	443	7	18	1,354	39	1,314	1,062	235
		10.6%	8.2%	2.8%	18.6%	0.3%	0.8%	57.0%	1.6%	55.3%	44.7%	9.9%
Yuba	777	60	9	8	74	3	5	591	27	521	256	121
		7.7%	1.2%	1.0%	9.5%	0.4%	0.6%	76.1%	3.5%	67.1%	32.9%	15.6%
Out-of-State	102	19	23	9	10	0	1	39	1	69	33	12
		18.6%	22.5%	8.8%	9.8%	0.0%	1.0%	38.2%	1.0%	67.6%	32.4%	11.8%
Other	302	54	59	19	29	0	0	134	7	147	155	20
		17.9%	19.5%	6.3%	9.6%	0.0%	0.0%	44.4%	2.3%	48.7%	51.3%	6.6%
Totals	227,305	20,288	24,213	13,452	49,729	1,026	1,248	111,610	5,739	120,645	106,660	21,225
		8.9%	10.7%	5.9%	21.9%	0.5%	0.5%	49.1%	2.5%	53.1%	46.9%	9.3%

⁵⁰ Note: Percentages may not total 100% due to rounding. Data obtained from the State Controller's Office's employment history database, as recorded by the individual departments.

Table H: State Civil Service Disability Representation⁵¹

Department	Representation as of 06/30/08	Deficiency [†]	Annual Goal [†]	Representation as of 06/30/09	Deficiency [†]	Annual Goal [†]
Aging	7.9%	11	1	8.7%	9	DNI
Agricultural Associations	5.7%	71	DNS	DNS	DNS	DNS
Agricultural Labor Relations Board	12.5%	DNS	DNS	DNS	DNS	DNS
Air Resources Board	16%	7	DNS	15.0%	20	NGR
Alcohol and Drug Programs	9.9%	21	2	10.0%	22	2
Alcoholic Beverage Control	8.4%	19	2	8.0%	19	2
Arts Council	DNS	DNS	DNS	DNS	DNS	DNS
Audits, Bureau of State	16.8%	0	NGR	11.6%	6	DNI
Bay Delta Authority	DNS	DNS	DNS	DNS	DNS	DNS
Boating and Waterways	7.7%	7	0	14.3%	2	NGR
Business, Transportation, and Housing Agency	21.3%	0	NGR	DNS	DNS	DNS
Child Support Services	13.4%	15	DNS	12.0%	24	DNI
Children and Families First Commission	7.7%	8	0	DNI	DNI	1
Coastal Commission	5.1%	18	1	10.3%	9	DNI
Coastal Conservancy	10.5%	5	DNS	DNS	DNS	DNS
Community Colleges	14.9%	2	NGR	DNS	DNS	DNS
Community Services and Development	20.0%	0	NGR	16.9%	0	NGR
Compensation Insurance Fund	8.1%	703	75	8.0%	672	75

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

[†] Deficiency and Annual Goal represent number of positions.⁵⁶ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵² (continued)

Department	Representation as of 06/30/08	Deficiency [†]	Annual Goal [†]	Representation as of 06/30/09	Deficiency [†]	Annual Goal [†]
Conservation	18.2%	0	NGR	16.0%	3	1
Conservation Corps	16.0%	2	NGR	15.0%	3	NGR
Consumer Affairs	15.1%	62	NGR	DNS	DNS	DNS
Controller's Office	16.9%	0	NGR	16.0%	10	2
Corporations	16.3%	1	NGR	15.0%	5	1
Corrections, Board of	DNS	DNS	DNS	DNS	DNS	DNS
Corrections and Rehabilitation	6%	2,572	DNS	10.0%	1536	100
Developmental Disabilities, Council on	12.9%	3	DNS	DNS	DNS	DNS
Developmental Services	6.7%	376	39	DNS	DNS	DNS
Education	16.5%	1	NGR	20.0%	0	NGR
Emergency Medical Services Authority	15.4%	1	DNS	DNS	DNS	DNS
Emergency Services	10.5%	32	DNS	DNS	DNS	DNS
Employment Development	13.7%	226	NGR	13.3%	261	26
Energy Commission	16.5%	0	NGR	15.0%	6	NGR
Energy Resources Conservation and Development	16.5%	0	DNS	DNS	DNS	DNS
Environmental Health Hazard Assessment	12.3%	5	NGR	10.0%	7	1
Environmental Protection Agency	17.6%	0	NGR	DNS	DNS	DNS
Equalization, Board of	9.5%	268	22	13.4%	126	NGR
Exposition and State Fair	5.2%	57	6	DNS	DNS	DNS

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

[†] Deficiency and Annual Goal represent number of positions.⁵² State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵³ (continued)

Department	Representation as of 06/30/08	Deficiency ⁺	Annual Goal ⁺	Representation as of 06/30/09	Deficiency ⁺	Annual Goal ⁺
Fair Employment and Housing	23.0%	0	NGR	22.0%	0	NGR
Fair Political Practices Commission	23.9%	0	NGR	24.6%	0	NGR
Finance	11.4%	20	2	10.0%	23	2
Financial Institutions	6.4%	24	3	DNS	DNS	DNS
Fish and Game	8.4%	202	10	9.0%	179	DNI
Food and Agriculture	6.0%	201	20	9.0%	136	20
Forestry and Fire Protection	16.6%	0	NGR	15.0%	20	25
Franchise Tax Board	15.1%	99	NGR	14.0%	168	NGR
Gambling Control Commission	12.7%	3	1	DNS	DNS	DNS
General Services	9.5%	287	26	9.0%	336	8
Health Care Services	19%	0	NGR	19.0%	0	NGR
Highway Patrol	14.3%	72	NGR	DNS	DNS	DNS
Horse Racing Board	10.9%	3	DNS	DNS	DNS	DNS
Housing and Community Development	15.6%	6	NGR	15.0%	10	3
Housing Finance Agency	7.7%	25	3	DNS	DNS	DNS
Industrial Relations	9.6%	184	19	10.0%	175	18
Inspector General	6.6%	6	1	6.3%	10	6
Insurance	14.5%	20	NGR	13.3%	32	NGR
Integrated Waste Management Board	9.2%	31	3	9.0%	29	2
Justice	9.5%	330	28	9.2%	328	20

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

⁺ Deficiency and Annual Goal represent number of positions⁵⁸ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁴ (continued)

Department	Representation as of 06/30/08	Deficiency [†]	Annual Goal [†]	Representation as of 06/30/09	Deficiency [†]	Annual Goal [†]
Lands Commission	10.6%	12	2	DNS	DNS	DNS
Legislative Counsel Bureau	5.6%	61	5	14.0%	12	5
Library	15.6%	2	NGR	DNS	DNS	DNS
Lottery	7.8%	49	DNS	DNS	DNS	DNS
Managed Health Care	22.4%	0	NGR	22.0%	0	NGR
Managed Risk Medical Insurance Board	13.2%	3	DNS	DNS	DNS	DNS
Mental Health	13.4%	173	NGR	12.5%	234	DNI
Military	7.4%	22	DNS	DNS	DNS	DNS
Motor Vehicles	20.3%	0	NGR	24.0%	0	NGR
Parks and Recreation	6.6%	405	41	7.0%	318	10
Peace Officers Standards and Training	19.2%	0	NGR	15.0%	1	NGR
Personnel Administration	14.0%	5	NGR	13.0%	7	1
Personnel Board	14.2%	4	NGR	24.0%	0	NGR
Pesticide Regulation	17.8%	0	NGR	16.0%	2	2
Prison Industry Authority	6.5%	25	1	DNS	DNS	DNS
Prison Terms, Board of (Parole Hearings)	DNS	DNS	DNS	DNS	DNS	DNS
Public Defender	12.5%	3	1	DNS	DNS	DNS
Public Employees Retirement System	8.6%	164	12	8.0%	187	12
Public Employment Relations Board	DNS	DNS	DNS	DNS	DNS	DNS

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

[†] Deficiency and Annual Goal represent number of positions.⁵⁹ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁵ (continued)

Department	Representation as of 06/30/08	Deficiency [†]	Annual Goal [†]	Representation as of 06/30/09	Deficiency [†]	Annual Goal [†]
Public Health	18%	0	NGR	18.0%	0	NGR
Public Utilities Commission	6.7%	97	7	6.0%	112	5
Real Estate	15.0%	6	1	13.4%	48	1
Rehabilitation	17.6%	0	NGR	17.5%	0	NGR
Resources Agency	9.4%	4	DNS	DNS	DNS	DNS
San Francisco Conservation and Develop	0%	7	DNS	DNS	DNS	DNS
Science Center	5.4%	17	2	DNS	DNS	DNS
Secretary of State	13.4%	14	NGR	12.0%	23	DNI
Social Services	15.3%	50	18	15.0%	64	NGR
Statewide Health Planning and Development	23.4%	0	NGR	22.0%	0	NGR
Student Aid Commission	15.8%	1	NGR	12.0%	5	2
Systems Integration	10.7%	12	2	10.0%	12	1
Tahoe Conservancy	5.7%	4	DNS	7.0%	4	DNI
Teacher Credentialing	20.8%	0	NGR	22.0%	0	NGR
Teachers' Retirement System	15.6%	7	NGR	13.0%	24	2
Technology Services	9.9%	48	2	12.0%	32	DNI
Toxics and Substances Control	17.1%	0	NGR	DNS	DNS	DNS
Transportation	6.6%	2,193	197	16.0%	191	NGR
Treasurer's Office	13.2%	7	1	10.0%	15	1

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

[†] Deficiency and Annual Goal represent number of positions.⁶⁰ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table H: State Civil Service Disability Representation⁵⁶ (continued)

Department	Representation as of 06/30/08	Deficiency [†]	Annual Goal [†]	Representation as of 06/30/09	Deficiency [†]	Future Plans [†]
Unemployment Insurance Appeals	13.3%	19	NGR	14.0%	18	2
Veteran Affairs	10%	101	4	DNS	DNS	DNS
Victims Compensation and Government Claims Board	15.1%	4	NGR	14.2%	7	NGR
Water Resources	6.8%	279	17	6.4%	302	15
Water Resources Control Board	6.0%	159	15	8.0%	136	13

DNS – Department did not submit data

DNI – Department did not identify

NGR – Department met goal, no annual goal required

[†] Deficiency and Annual Goal represent number of positions.⁶¹ State civil service workforce disabled parity is 16.6%; if departments fall below 80% of parity (13.3%) they are required to submit an annual goal for hiring persons with disabilities.

Table I: State Civil Service Upward Mobility Classifications and Goals by Department

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Aging	5	1
Agricultural Associations	DNS	DNS
Agricultural Labor Relations Board	DNS	DNS
Air Resources Board	4	3
Alcohol and Drug Programs	6	6
Alcoholic Beverage Control	5	2
Arts Council	4	0
Audits, Bureau of State	8	1
Bay Delta Authority	DNS	DNS
Boating and Waterways	4	0
Business, Transportation, and Housing Agency	DNS	DNS
Child Support Services	3	0
Children and Families First Commission	3	1
Coastal Commission	7	0
Coastal Conservancy	DNS	DNS
Community Colleges	DNS	DNS
Community Services and Development	2	0
Compensation Insurance Fund	4	50

DNS – Department did not submit data

Table I: State Civil Service Upward Mobility Classifications and Goals by Department (continued)

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Conservation	4	2
Conservation Corps	3	2
Consumer Affairs	DNS	DNS
Controller's Office	6	0
Corporations	9	1
Corrections, Board of	DNS	DNS
Corrections and Rehabilitation	16	317
Developmental Disabilities, Council on	DNS	DNS
Developmental Services	DNS	DNS
Education	9	0
Emergency Medical Services Authority	DNS	DNS
Emergency Services	DNS	DNS
Employment Development	24	34
Energy Commission	1	0
Energy Resources Conservation and Development	DNS	DNS
Environmental Health Hazard Assessment	1	1
Environmental Protection Agency	DNS	DNS
Equalization, Board of	2	24
Exposition and State Fair	DNS	DNS

DNS – Department did not submit data

Table I: State Civil Service Upward Mobility Classifications and Goals by Department (continued)

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Fair Employment and Housing	1	4
Fair Political Practices Commission	14	4
Finance	5	4
Financial Institutions	DNS	DNS
Fish and Game	8	2
Food and Agriculture	23	2
Forestry and Fire Protection	15	17
Franchise Tax Board	11	44
Gambling Control Commission	DNS	DNS
General Services	1	0
Health Care Services	10	0
Highway Patrol	DNS	DNS
Horse Racing Board	DNS	DNS
Housing and Community Development	7	2
Housing Finance Agency	DNS	DNS
Industrial Relations	4	0
Inspector General	4	2
Insurance	8	0
Integrated Waste Management Board	2	2
Justice	21	19

DNS – Department did not submit data

Table I: State Civil Service Upward Mobility Classifications and Goals by Department (continued)

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Lands Commission	DNS	DNS
Legislative Counsel Bureau	6	2
Library	DNS	DNS
Lottery	DNS	DNS
Managed Health Care	6	6
Managed Risk Medical Insurance Board	DNS	DNS
Mental Health	5	19
Military	DNS	DNS
Motor Vehicles	5	26
Parks and Recreation	7	25
Peace Officers Standards and Training	1	0
Personnel Administration	4	0
Personnel Board	3	0
Pesticide Regulation	2	2
Prison Industry Authority	DNS	DNS
Prison Terms, Board of (Parole Hearings)	DNS	DNS
Public Defender	DNS	DNS
Public Employees Retirement System	4	15
Public Employment Relations Board	DNS	DNS

DNS – Department did not submit data

Table I: State Civil Service Upward Mobility Classifications and Goals by Department (continued)

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Public Health	4	0
Public Utilities Commission	11	6
Real Estate	1	1
Rehabilitation	10	0
Resources Agency	DNS	DNS
San Francisco Conservation and Develop	DNS	DNS
Science Center	DNS	DNS
Secretary of State	3	0
Social Services	7	23
Statewide Health Planning and Development	1	0
Student Aid Commission	2	1
Systems Integration	DNS	DNS
Tahoe Conservancy	3	4
Teacher Credentialing	4	3
Teachers' Retirement System	6	7
Technology Services	6	0
Toxics and Substances Control	DNS	DNS
Transportation	15	11
Treasurer's Office	1	0

DNS – Department did not submit data

Table I: State Civil Service Upward Mobility Classifications and Goals by Department (*continued*)

Department	Number of Upward Mobility Classifications Reported by Department	Annual Upward Mobility Goal Reported by Department
Unemployment Insurance Appeals	5	5
Veteran Affairs	DNS	DNS
Victims Compensation and Government Claims Board	4	13
Water Resources	23	22
Water Resources Control Board	1	6

DNS – Department did not submit data

SCHEMATIC ARRANGEMENT OF CLASSES
(MAJOR OCCUPATIONAL GROUPS)

AGRICULTURE AND CONSERVATION		AA00-BZ99
A.	AGRICULTURE ADMINISTRATION	AA00
B.	STANDARDIZATION AND INSPECTION	
1.	Fruit and Vegetable Standardization	AB00
2.	Egg and Poultry Quality Control	AC00
3.	Fruit and Vegetable Quality Control	AD00
4.	Field Crops	AE00
5.	Economic Poisons and Fertilizers	AG00
C.	COMPLIANCE	
1.	Weights and Measures	AJ00
2.	Marketing Enforcement	AL00
D.	DAIRY INDUSTRY	
1.	Milk Control	AN00
2.	Livestock Identification	AP00
E.	AGRICULTURAL ECONOMICS	
1.	Marketing	AQ20
2.	Market News	AR00
3.	Agricultural Statistics	AS50
F.	ANIMAL INDUSTRY	
1.	Administration	AT00
2.	Animal Health	AT30
3.	Public Health Veterinarian	AU00
4.	Meat Inspection	AV00
5.	Agricultural Veterinary Laboratory Services	AX00
6.	Dairy Service	AY00
G.	PLANT INDUSTRY	
1.	Plant Quarantine	BA00
2.	Rodent and Weed Control	BB13
3.	Seed Laboratory	BC31
4.	Plant Pathology	BD81
5.	Entomology	BF00
H.	ENVIRONMENTAL SPECIALISTS	BH70
I.	ENERGY SPECIALISTS	BI00
J.	FOOD PRODUCTION (FARMING)	BK00

K.	HORTICULTURE	
1.	Groundskeeping	BL00
2.	Tree Service	BM00
L.	FISH AND GAME	
1.	Administration	BN00
2.	Fish Propagation and Research	BO00
3.	Biologist	BP00
4.	Game Management	BQ20
M.	PARKS AND RECREATION	
1.	Development and Management	BR00
2.	Aquatic Safety	BS20
3.	Park Protection	BS53
4.	Information	BS60
5.	Outdoor Recreation	BV00
6.	Boating	BW00
N.	FOREST PROTECTION	BW80

OFFICE AND ALLIED SERVICES	CA00-CZ99
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A.	GENERAL	CA00
B.	TYPING	CC00
C.	STENOGRAPHY AND SECRETARIAL	CD00
D.	LEGISLATIVE	CF00
E.	PAYROLL	CG05
F.	PERSONNEL-CLERICAL	CG40
G.	MACHINE OPERATIONS	
1.	Key Data	CJ00
2.	Mailing	CK00
3.	Microfilm	CL40
4.	Duplicating	CL58
5.	General Office	CM00
H.	STOREKEEPING	
1.	General	CN60
2.	Equipment	CO00
I.	COMMUNICATIONS	CQ00

J.	FISCAL	
1.	Cashiering	CS00
2.	Account Record Keeping and Review	CU00
K.	MISCELLANEOUS OFFICE SERVICES AND ALLIED	CW00

CUSTODIAN AND DOMESTIC SERVICES	DA00-DZ99
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A.	CUSTODIAL AND PROTECTIVE	
1.	Protective Services	DA00
2.	Janitorial and Elevator Operation	DC00
B.	PERSONNEL SERVICES	DE00
C.	LAUNDRY SERVICE	DG00
D.	FOOD SERVICES	
1.	Food Management	DH00
2.	Food Preparation and Service	DJ00

EDUCATION AND LIBRARY	EA00-FZ99
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A.	TEACHING	
1.	Administration	EA00
2.	Academic	EB00
3.	Vocational	ED00
B.	EDUCATION AND ADMINISTRATION	
1.	Education Administration	EK80
2.	California Postsecondary Education Commission	EL10
3.	Postsecondary Education	EL50
4.	California Community Colleges	EM25
5.	Vocational Education	EN20
6.	Public School Administration	ER00
7.	Consultants	EU20
8.	Teacher Education	EV30
9.	Intergroup Relations	EW00
10.	Research	EX00
11.	Curriculum	
a.	Secondary Education	EZ10
b.	Elementary Education	FB00
c.	Audio-Visual Education	FC20
d.	Adult Education	FD00
e.	Special Education	FE00
f.	Health Education and Personnel Services	FG00
12.	Compensatory Education	FH86
C.	MUSEUM AND ARTS	
1.	Museum	FJ00

2.	Arts and Photography	FK00
3.	Music	FL00
D.	LIBRARY	FM00

ENGINEERING AND ALLIED SERVICES**GA00-IZ99**

A.	ENGINEERING-TECHNICAL	
1.	General	GA25
2.	Drafting	GB00
3.	Meteorology	GD00
4.	Soil Studies	GE80
5.	Photogrammetry	GG30
B.	CIVIL ENGINEERING	
1.	Civil	GH00
2.	Highway	GJ00
3.	Bridge Design and Construction	GL00
4.	Hydraulic	GN00
5.	Cost Estimating	GT20
6.	Structural	GV00
7.	Material Testing and Inspection	GX00
8.	Chemical Testing	GZ00
9.	Construction Supervision	HA00
10.	Miscellaneous	HC00
C.	VALUATION AND UTILITIES ENGINEERING	
1.	Public Utilities	HD00
2.	Transportation	HF00
3.	Appraisal	HG30
D.	MECHANICAL AND ELECTRICAL ENGINEERING	
1.	Mechanical	HH00
2.	Electrical, Electronics, and Communication	HJ00
3.	Equipment	HM00
4.	Automotive Equipment Testing	HN00
5.	Electric Utilities	HO00
6.	Operations and Maintenance	HQ00
E.	MINING, PETROLEUM AND GEOLOGY	
1.	Mining	HR00
2.	Engineering Geology	HT00
3.	State Lands	HT90
4.	Oil and Gas	HU40
F.	PUBLIC HEALTH AND SAFETY ENGINEERING	
1.	General Public Health	HX00
2.	Environmental Sanitation	HY00
3.	Air Sanitation and Pollution Control	IA00
4.	Industrial Hygiene	IC60

5.	Water Pollution Control	ID10
6.	Industrial Safety	IE00
7.	Transportation Operations	IH30
G. ARCHITECTURE		
1.	Building Design	IK00
2.	Landscape Design	IM00
3.	Architectural Drafting	IN00
4.	Specification Writing	IO00
5.	Construction Analysis	IQ00
6.	Architectural Project Analysis	IR00
7.	Construction and Inspection	IS00
8.	Estimating	IV00

FISCAL, MANAGEMENT AND STAFF SERVICES
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JA00-MZ99

A. FINANCIAL		
1.	General Auditing and Financial Examinations	JA00
2.	Public Utility Rates and Examinations	JG00
3.	Tax Administration and Auditing	JH00
4.	State Controller's Office	JK00
5.	Accounting and Departmental Fiscal Control	JL00
6.	Specialized Financial Staff Services	JR00
7.	Financial Planning and Investments	JV00
B. PLANNING SERVICES		
		JW00
C. GENERAL ADMINISTRATIVE SERVICES		
		JY00
D. INSTITUTION ADMINISTRATIVE SERVICES		
		KE00
E. ADMINISTRATIVE ASSISTANCE		
		KF00
F. HEALTH ADMINISTRATION		
		KH00
G. BUSINESS AND OFFICE MANAGEMENT		
1.	General Business Services	KK00
2.	Departmental Business Services	KL00
3.	Institution Business Services	KM30
H. MATERIALS ACQUISITION SERVICES		
1.	Purchasing	KP00
2.	Surplus Property	QQ00
I. PROPERTY APPRAISAL AND ACQUISITION		
1.	Property Acquisition	KR00
2.	Property Appraisal and Verification	KT00
3.	Farm and Home Purchasing	KW00
4.	Mortgage Loan	KX00

J.	PERSONNEL	
1.	General Personnel	KY90
2.	Examining and Recruitment	LA00
3.	Departmental Personnel	LB00
4.	Training	LC00
K.	MANAGEMENT AND BUDGET ANALYSIS	
1.	General	LE00
2.	Budgetary Control	LF00
3.	Administrative Analysis	LH00
L.	ELECTRONIC INFORMATION PROCESSING	
1.	Management	LK00
2.	Acquisition	LL00
3.	Programming and Analysis	LM00
4.	Computer Operations and Information Processing	LN00
M.	RETIREMENT SYSTEMS	LO00
N.	ACTUARIAL, RESEARCH, AND STATISTICS	
1.	Actuarial	LP00
2.	Research and Statistics	
a.	General Research	LQ00
b.	Research Science	LS00
c.	Public Utilities Research	LT00
d.	Social Research and Related	LU00
e.	Statistics	LX18
O.	PUBLIC RELATIONS, INFORMATION, AND PUBLICATIONS	
1.	Public Education and Information	LZ00
2.	Exhibits	MB00
3.	Publications	MC00
4.	Audio-Visual Services	MD00
P.	EXPOSITION	ME00
Q.	STUDENT EMPLOYMENT	MF00

LEGAL	OA60-OZ99
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A.	GENERAL LEGAL	OA60
B.	ATTORNEY GENERAL	OC00
C.	LEGISLATIVE	OF00
D.	DEPARTMENTAL LEGAL STAFFS	
1.	Administrative Law	OH00
2.	Business Law	OJ00
3.	Government Law	OM00

4.	Transportation Law	OO00
5.	Public Resources Law	OP00
E.	HEARING OFFICERS AND REFEREES	OT00

MECHANICAL AND CONSTRUCTION TRADES		PA00-RZ99
A.	GENERAL LABOR	PA00
B.	WATER RESOURCES	PD00
C.	ROAD CONSTRUCTION AND MAINTENANCE	PE00
D.	MECHANICAL EQUIPMENT OPERATIONS	PH00
E.	HYDROELECTRIC MAINTENANCE AND OPERATION	PK85
F.	GENERAL BUILDING TRADES	
1.	Carpentry and Woodworking	PN00
2.	Painting	PQ00
3.	Electrical	PS00
4.	Plumbing and Steamfitting	PT00
5.	Metal Working and Welding	PV00
6.	Cement and Masonry	PX00
7.	Repair and Restoration	PZ00
8.	Miscellaneous Building Trades	QA00
G.	BUILDINGS AND GROUNDS	
1.	Office Building Management	QB00
2.	Stationary Equipment Operation and Maintenance	QC00
3.	Miscellaneous	QC50
H.	MISCELLANEOUS EQUIPMENT CONSTRUCTION AND MACHINERY	
1.	Office Equipment	QH00
2.	Machinists	QI00
3.	Automotive Equipment, Maintenance and Repair	QJ00
4.	Traffic Signs	QO00
5.	Communications, Electronics, and Telephone	QO40
I.	MARINE TRADES	QT00
J.	INSTITUTIONAL INDUSTRIES	
1.	Correctional Industries Production Management and Sales	QZ00
2.	Industrial Enterprises	RA00
K.	PRINTING TRADES	
1.	General	RF00
2.	Composing Room	RH00
3.	Pressroom	RJ00

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| 4. | Bindery Trades | RM00 |
| 5. | Miscellaneous Printing Trades | RO00 |

MEDICINE AND ALLIED SERVICES	SA00-TZ99
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| A. | INSTITUTION MEDICINE | |
| 1. | General | SA00 |
| 2. | Psychiatric | SC00 |
| 3. | Miscellaneous Medical Specialties | SF90 |
| B. | PUBLIC HEALTH MEDICINE | |
| 1. | Departmental Administration | SH00 |
| 2. | Laboratory | SK60 |
| 3. | Radiologic Health | SK90 |
| C. | MEDICAL EXAMINING | |
| 1. | Compensation Insurance | SM10 |
| 2. | Department of Health | SM60 |
| 3. | Employment | SN10 |
| 4. | Industrial Accident Commission | SO10 |
| 5. | Consumer Affairs | SP00 |
| 6. | Personnel Board | SP10 |
| 7. | Vocational Rehabilitation | SP50 |
| D. | DENTISTRY | |
| 1. | General Dentistry | SR00 |
| 2. | Public Health | SR45 |
| E. | PROJECT RESEARCH | SS00 |
| F. | MEDICAL SUBSIDIARY | |
| 1. | Laboratory Sub-Professional | ST00 |
| 2. | Dental Assistance | SU40 |
| 3. | Clinical Laboratory | SV00 |
| 4. | Bacteriology | SW00 |
| 5. | Vector Control | SX00 |
| 6. | Pharmacy Services | SY00 |
| 7. | Medi-Cal Services | SY80 |
| 8. | Hospital and Sanitary Inspection | SZ00 |
| 9. | Environmental Health | TA00 |
| 10. | Miscellaneous Medical Subsidiary | TC00 |
| G. | CHEMISTRY | |
| 1. | Agricultural | TD00 |
| 2. | Public Health | TE00 |
| 3. | Miscellaneous Chemistry | TG00 |
| H. | NURSING SERVICE | |
| 1. | General Nursing | TH00 |
| 2. | Psychiatric | TI50 |

3.	Nursing Consultants	TJ00
4.	Public Health	TJ85
5.	Psychiatric Technicians	TL05
6.	Miscellaneous Nursing Service	TN00
I.	SPECIAL THERAPEUTIC	
1.	General	TO00
2.	Physical Therapy	TP00
3.	Occupational Therapy	TP60
4.	Miscellaneous Therapy	TR00
J.	PRE-PROFESSIONAL	TS00
K.	HEALTH TREATMENT	TT00
L.	HEALTH EDUCATION	
1.	Public Health	TU00

STATE EMERGENCY DISASTER PROGRAM	UA00-UG99
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A.	PLANNING	UA05
B.	COMMUNICATIONS AND ELECTRONICS	UD00
C.	LAW ENFORCEMENT	UE00
D.	FIRE AND RESCUE	UG00

PROTECTIVE SERVICES AND PUBLIC SAFETY	VA00-VZ99
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A.	POLICE AND LAW ENFORCEMENT	
1.	Highway Patrol	VA00
2.	Fish and Game	VB20
B.	CRIMINAL IDENTIFICATION AND INVESTIGATION	
1.	Administration	VD00
2.	Fingerprints	VE00
3.	Criminalists	VF08
4.	Polygraph	VF45
5.	Law Enforcement Consultant	VG60
C.	SPECIAL INVESTIGATOR	VI00
D.	FIELD REPRESENTATION	
1.	Collection and Tax Administration	VL00
2.	Consumer Services	VM00
3.	Institutional Patient Affairs	VM70
4.	Real Estate	VO00

5.	Alcoholic Beverage Control	VP00
6.	Motor Vehicles	VQ00
E.	INSPECTION	
1.	Regulation of Business and Professional Activities	VS00
2.	Public Health and Safety	VW40
SOCIAL SECURITY AND REHABILITATION SERVICES		WA00-XY99
A.	EMPLOYMENT SECURITY	
1.	Unemployment Insurance Claims and Placement	WA65
2.	Disability Insurance	WE00
B.	INSURANCE	
1.	Special Insurance Services	WF00
2.	State Compensation Insurance	WH00
C.	SOCIAL SERVICE	
1.	Program Review and Assistance	WK00
2.	Adoption Services	WL00
D.	EMPLOYMENT RELATIONS	
1.	Field Representation	WO05
2.	Apprenticeship Standards	WO10
3.	Labor Law Enforcement	WQ00
4.	Fair Employment Practices	WR00
5.	Conciliation	WS00
E.	CORRECTIONAL AND GROUP SUPERVISION (INSTITUTIONS)	
1.	General	WS35
2.	Juvenile	WT00
3.	Adult	WW00
4.	Special Schools	XA00
F.	PAROLE	
1.	General Correctional Case Work	XC00
2.	Juvenile	XC40
3.	Adult	XE00
G.	REHABILITATION	
1.	Vocational	XG00
2.	Community Services	XJ00
3.	Behavioral Scientists	XK00
4.	Clinical Psychology	XL00
5.	Psychiatric Social Work	XP10
6.	Medical Social Work	XQ00
7.	Youth Authority Social Work	XR00
8.	Correctional Counseling and Classification	XS00
9.	Chaplaincy Services	XT00
10.	Veterans Affairs	XU00